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Financing of the United Nations Organization Mission in the Democratic Republic of the Congo

Budget for the United Nations Organization Mission in the Democratic Republic of the Congo for the period from 1 July 2008 to 30 June 2009

Report of the Secretary-General*

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* The delay in the submission of the present report is due to additional technical and substantive consultations required to finalize the estimates.

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Summary

The present report contains the budget for the United Nations Organization Mission in the Democratic Republic of the Congo (MONUC) for the period from 1 July 2008 to 30 June 2009, which amounts to $1,194,799,300, inclusive of budgeted voluntary contributions in kind in the amount of $3,426,900.

The budget provides for the deployment of 760 military observers, 17,030 military contingent personnel, 391 United Nations police officers, 750 formed police units personnel, 1,273 international staff, 2,866 national staff and 795 United Nations Volunteers, including temporary positions.

The total resource requirements for MONUC for the financial period have been linked to the Mission's objective through a number of results-based-budgeting frameworks, organized by component (stable security environment, territorial security of the Democratic Republic of the Congo, security sector reform, democratic institutions and human rights, and support). The human resources of the Mission, in terms of the number of personnel, have been attributed to the individual components, with the exception of the Mission's executive direction and management, which can be attributed to the Mission as a whole.

The explanations of variances in resource levels, both human resources and financial resources, have been linked, where applicable, to specific outputs planned by the Mission.

Financial resources

(Thousands of United States dollars. Budget year is from 1 July to 30 June.)

Category	*Expenditures[a] (2006/07)*	*Apportionment[a] (2007/08)*	*Cost estimates[a] (2008/09)*	*Variance*	
				Amount	*Percentage*
Military and police personnel	439 523.2	476 659.7	466 354.7	(10 305.0)	(2.2)
Civilian personnel	211 026.7	205 838.0	243 477.5	37 639.5	18.3
Operational costs	434 578.0	430 241.8	481 540.1	51 298.3	11.9
Gross requirements	**1 085 127.9**	**1 112 739.5**	**1 191 372.3**	**78 632.8**	**7.1**
Staff assessment income	19 985.5	20 989.1	24 073.3	3 084.2	14.7
Net requirements	**1 065 142.4**	**1 091 750.4**	**1 167 299.0**	**75 548.6**	**6.9**
Voluntary contributions in kind (budgeted)	2 858.0	2 914.8	3 426.9	512.1	17.6
Total requirements	**1 087 985.9**	**1 115 654.3**	**1 194 799.3**	**79 145.0**	**7.1**

[a] Reflects the realignment of the cost of general temporary assistance positions from operational to civilian personnel costs.

Human resources[a]

	Military observers	*Military contingents*	*United Nations police*	*Formed police units*	*International staff*	*National staff*[b]	*Temporary position*[c,d]	*United Nations Volunteers*	*Total*
Executive direction and management									
Approved 2007/08	—	—	—	—	61	26	—	—	87
Proposed 2008/09	—	—	—	—	84	35	—	3	122
Components									
Stable security environment									
Approved 2007/08	—	15 098	—	750	15	6	—	1	15 871
Proposed 2008/09	—	15 098	—	750	17	6	—	1	15 872
Territorial security of the Democratic Republic of the Congo									
Approved 2007/08	760	—	—	—	21	10	—	12	803
Proposed 2008/09	760	—	—	—	23	13	—	14	810
Security sector reform									
Approved 2007/08	—	—	391	—	9	1	—	—	401
Proposed 2008/09	—	—	391	—	22	16	—	—	429
Democratic institutions and human rights									
Approved 2007/08	—	—	—	—	236	272	54	109	671
Proposed 2008/09	—	—	—	—	208	273	157	110	748
Support									
Approved 2007/08	—	1 932	—	—	768	1 853	7	454	5 014
Proposed 2008/09	—	1 932	—	—	812	2 393	270	477	5 884
Total									
Approved 2007/08	760	17 030	391	750	1 110	2 168	61	576	22 846
Proposed 2008/09	760	17 030	391	750	1 166	2 736	427	605	23 865
Net change	—	—	—	—	**56**	**568**	**366**	**29**	**1 019**

[a] Represents highest level of authorized/proposed strength.

[b] Includes National Officers and national General Service staff.

[c] Funded under general temporary assistance, under civilian personnel costs.

[d] Includes 333 positions (89 international staff, 108 national staff and 136 United Nations Volunteers) for a period of 6 months and 59 positions (7 international staff, 19 national staff and 33 United Nations Volunteers) for a period of 9 months.

The actions to be taken by the General Assembly are set out in section IV of the present report.

I. Mandate and planned results

1. The mandate of the United Nations Organization Mission in the Democratic Republic of the Congo (MONUC) was established by the Security Council in its resolution 1291 (2000). The most recent extension of the mandate was authorized by the Council in its resolution 1794 (2007), by which the mandate and personnel strength of MONUC were extended until 31 December 2008.

2. The Mission is mandated to help the Security Council achieve an overall objective, namely, to advance peace and security in the Democratic Republic of the Congo.

3. Within this overall objective, MONUC will, during the budget period, contribute to a number of expected accomplishments by delivering related key outputs, shown in the frameworks below. These frameworks are organized by component: stable security environment, territorial security of the Democratic Republic of the Congo; security sector reform; democratic institutions and human rights; and support.

4. These components have been revised and restructured to reflect the progress made by the Mission in implementing its mandate, the completion of the transitional phase of the peace process and the election of a national Government, the establishment by the Security Council, in its resolution 1756 (2007), of a new post-election mandate for MONUC as well as the authorization given to MONUC by the Council in its resolution 1797 (2008) to provide assistance to the Congolese authorities in the organization, preparation and conduct of local elections. The expected accomplishments correspond and contribute to the priorities established by the Government of the Democratic Republic of the Congo and its international partners, in consultation with the United Nations country team, and will serve as the benchmarks to be achieved before the gradual withdrawal of the Mission can begin. The indicators of achievement show a measurement of progress towards such accomplishments during the budget period. The number of outputs in the frameworks has also been streamlined to include only the key ones to be delivered for the implementation of the mandate of the Mission.

5. The human resources of MONUC, in terms of the number of personnel, have been attributed to the individual components, with the exception of the Mission's executive direction and management, which can be attributed to the Mission as a whole. Variances in the number of personnel, compared to the 2007/08 budget, including reclassifications, have been explained under the respective components.

6. The Mission's headquarters in Kinshasa, where the offices of the Special Representative of the Secretary-General and his Deputies, the Force Commander, the Police Commissioner and the Director of Mission Support are located, focuses on Mission-wide planning, on centralized operations that cannot be delegated to the field offices and on the determination of resource requirements and the allocation of resources to the field. The Mission has reviewed its organizational structure and has consolidated its three Regional Offices into two Regional Offices based in Kinshasa for the Western Region and Goma for the Eastern Region. The two Regional Offices coordinate the decentralized support arrangements to the 17 field offices and 5 sub-offices under their respective purviews, including the Mission headquarters in Kinshasa. At the office level, Field Operations Managers are responsible for the direct provision of day-to-day support to the clients within their areas, including the military and the formed police units. In view of the regional dimension of the efforts

of the United Nations and the international community to help the Security Council achieve the overall objective of maintaining international peace and security in the region, MONUC is maintaining liaison offices in Kigali, Kampala and Pretoria. The Mission's military structure comprises the Eastern Division, whose headquarters is located in Kisangani, comprising three brigade-strong military contingents, two light brigades or equivalent and attack and transport helicopter units involved in area control operations and the Western Brigade, with its headquarters in Kinshasa, comprising two guard battalions and a reserve battalion. Two formed police units are deployed in Kinshasa while the other four units are located in Kasai Occidental and Oriental, Province Orientale and Katanga. Military observers and United Nations police officers are deployed throughout the country. The Mission maintains a logistics base at Kinshasa providing support services to personnel deployed in Kinshasa and the Western Region and a logistics hub in Entebbe, Uganda, to provide logistical support operations to the military, United Nations police and substantive civilian personnel deployed in the Eastern Region, including the coordination of air operations, support to the strategic airlift of troops and cargo transiting Entebbe for deployment in the United Nations Mission in the Sudan (UNMIS), the United Nations Mission in Ethiopia and Eritrea (UNMEE), and the United Nations Integrated Office in Burundi (BINUB), operational support to, and tasking of six aircraft positioned in Entebbe, regional procurement of goods and trans-shipment of rations to the east.

Executive direction and management

7. Overall mission direction and management are to be provided by the immediate Office of the Special Representative of the Secretary-General.

Table 1
Human resources: executive direction and management

	International staff										
	USG-ASG	*D-2-D-1*	*P-5-P-4*	*P-3-P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Office of the Special Representative of the Secretary-General[b] and Offices of the Deputy Special Representatives											
Approved posts 2007/08	3	2	12	10	—	9	—	**36**	21	—	**57**
Proposed posts 2008/09	3	3	17	16	5	8	—	**52**	30	3	**85**
Net change	—	**1**	**5**	**6**	**5**	**(1)**	—	**16**	**9**	**3**	**28**
Heads of liaison and field offices											
Approved posts 2007/08	—	3	13	1	—	8	—	**25**	5	—	**30**
Proposed posts 2008/09	—	4	12	—	8	8	—	**32**	5	—	**37**
Net change	—	**1**	**(1)**	**(1)**	**8**	—	—	**7**	—	—	**7**
Total											
Approved posts 2007/08	3	5	25	11	—	17	—	**61**	26	—	**87**
Proposed posts 2008/09	3	7	29	16	13	16	—	**84**	35	3	**122**
Net change	—	**2**	**4**	**5**	**13**	**(1)**	—	**23**	**9**	**3**	**35**

[a] Includes National Officers and national General Service staff.
[b] Includes the Protocol Unit, the Legal Affairs Section, the Quick-impact Projects Unit, the Strategic Planning Cell, the Joint Mission Analysis Cell and the Joint Operations Centre.

International staff: Net increase of 23 posts (abolishment of 3 posts, redeployment of 7 posts, establishment of 21 posts and reclassification of 3 posts)

National staff: Increase of 9 posts (establishment of 7 posts and reclassification of 2 posts)

United Nations Volunteers: Increase of 3 positions

8. It is proposed to abolish three international posts (2 P-4 and 1 P-3), to redeploy seven international posts (1 D-1, 2 P-5, 1 P-4, 2 P-3 and 1 P-2) from component 4, democratic institutions and human rights, and to create 31 posts and positions (21 international posts (1 D-2, 2 P-4, 3 P-3, 2 P-2) and 13 Field Service), seven national posts (1 National Officer and 6 national General Service) and three positions of United Nations Volunteers)). It is also proposed to reclassify one post from the P-3 to the P-4 level and to reclassify two international posts (1 P-3 and 1 General Service (Other level)) to national posts (1 National Officer and 1 national General Service).

Office of the Special Representative of the Secretary-General and Offices of the Deputy Special Representatives

International staff: Net increase of 16 posts (abolishment of 1 post, redeployment of 6 posts, establishment of 13 posts and reclassification of 2 posts)

National staff: Increase of 9 posts (establishment of 7 posts and reclassification of 2 posts)

United Nations Volunteers: Increase of 3 positions

9. In the Office of the Special Representative of the Secretary-General and the Offices of the Deputy Special Representatives, it is proposed to abolish one international post (P-4), to redeploy six international posts (2 P-5, 1 P-4, 2 P-3 and 1 P-2) from the Political Affairs Division and to create 23 posts and positions (13 international posts (1 D-2, 2 P-4, 3 P-3, 2 P-2 and 5 Field Service), 7 national posts (1 National Officer and 6 national General Service) and 3 positions of United Nations Volunteers). It is also proposed to reclassify one post from the P-3 to the P-4 level and to reclassify two international posts (1 P-3 and 1 General Service (Other level)) to national posts (1 National Officer and 1 national General Service).

Immediate Office of the Special Representative of the Secretary-General

International staff: Establishment of 5 posts

10. In the Immediate Office of the Special Representative of the Secretary-General, it is proposed to create one post of Coordinator for the eastern part of the Democratic Republic of the Congo (D-2), two posts of Administrative Officer (1 P-4 and 1 P-3) as well as two posts of Administrative Assistant (Field Service). The additional posts would be needed in view of the expected increase in representation and coordination responsibilities of the Office, as the Mission intends to accelerate the completion of substantive priority tasks before a gradual drawdown of the Mission and transfer of its responsibilities can take place.

11. In the light of the priority assigned to the eastern part of the Democratic Republic of the Congo under Security Council resolution 1794 (2007), it is proposed to establish a post of Coordinator for the eastern Democratic Republic of the Congo

(D-2) for the continuous on-site coordination and facilitation of activities within MONUC and between the Mission and the United Nations country team, as required. The incumbent would work closely with the Commander of the Eastern Division, respective Heads of Office, the Regional Administrative Officer, Heads of Division and Section and members of the United Nations country team in place. The main responsibilities of the Coordinator would be to: (a) facilitate, in close cooperation and consultation with MONUC leadership, United Nations entities, national and local authorities and other partners, the development, implementation and assessment of the Mission's overall support for the peace process in the Kivus and adjacent areas, as reflected in the MONUC convergence matrix, a framework that provides a common sense of direction to enhance cohesion and coherence; (b) facilitate the identification, prioritization and impact assessment of urgent activities in support of the peace process, including the stabilization elements, as identified in the convergence matrix; (c) report at an integrated level on coordination, cohesion, consistency and impact with respect to the implementation of the convergence matrix for the Kivus and adjacent areas, including the identification of major problems on coordination, capacity and resources; and (d) formulate recommendations to the Special Representative of the Secretary-General and senior management on changes and adjustments to MONUC structures and/or procedures that may be required to enhance, on a continuous basis, the effective and efficient implementation of the Mission's mandate in the eastern part of the Democratic Republic of the Congo.

12. Recent political and security developments and subsequent multilateral and intra-Congolese agreements, particularly the Nairobi Communiqué of November 2007 and the Actes d'engagements of January 2008, resulting from the Kivus Peace Conference, as well as further planned activities, have heightened the urgency, intensity and complexity of the Mission's security and stabilization activities in eastern Democratic Republic of the Congo. Consequently, and as an interim measure, the incumbent Chief of Staff of MONUC has been temporarily deployed to Goma to fill the coordination functions of the proposed post for Coordinator. Taking into account the critical functions of the Chief of Staff, this arrangement cannot be sustained for an extended duration and is envisaged as a short-term measure, pending the decision of the General Assembly on the proposed staffing of MONUC for the 2008/09 period.

13. Two posts of Administrative Officer (1 P-4 and 1 P-3) are also proposed. The Office is currently using the posts of one P-3 and one P-4 from the Office of the Principal Deputy Special Representative and from the Political Affairs Division, respectively, to the detriment of the work of those offices, to ensure the attendance, on behalf of the Special Representative, in an average of 11 daily meetings, the timely processing of a daily average of 50 letters and memorandums as well as 100 electronic messages addressed to the Office, and the planning and preparation of a monthly average of 10 days of representational travel by the Special Representative. The two Administrative Officers would also advise on policy and action options, coordinate intra-Mission action on specific projects, organize conferences, meetings, assessment missions and workshops, draft and edit correspondence, code cables and reports to the Security Council and liaise with representatives of the Government and civil society, United Nations agencies, funds and programmes, international organizations and the diplomatic community. The two additional Administrative Assistants (Field Service) are proposed to be

international staff, given the sensitive nature of information that flows through the Office of the Special Representative. They would complement the existing two posts of Administrative Assistant approved for the Office in order to ensure adequate administrative support to an Office which usually functions 14 hours per day, seven days per week.

Protocol Unit

International staff: Reclassification of 1 post

National staff: Increase of 4 posts (establishment of 3 posts and Reclassification of 1 post)

14. In the Protocol Unit, it is proposed to reclassify one international post of Protocol Officer (P-3) to a national post (National Officer). It is also proposed to create another post of Protocol Officer (National Officer) as well as two posts of Administrative Assistant (national General Service), taking into account the high number of senior and mid-level visits, meetings and other events that the Mission hosts, the strategic importance of the Democratic Republic of the Congo in Africa, the size and complexity of the Mission and the intensification of the transition and development activities involving the United Nations and other players. In the first six months of 2007 alone, the Mission hosted, among others, visits by the Secretary-General, the Deputy Secretary-General, the Chairman and members of the Advisory Committee on Administrative and Budgetary Questions, the President of the World Bank, the United Nations High Commissioner for Human Rights, the Under-Secretary-General for Humanitarian Affairs, the Special Representative of the Secretary-General for Children in Armed Conflicts, and the Special Rapporteur on Violence against Women. Such visits involve intensive preparations for several weeks in advance and meticulous transport, administrative and security planning in view of the vast geographic size of the country and the prevailing security risks. The poor communications and transport infrastructures in the country also result in numerous requests for air transportation and other assistance from MONUC that require the involvement of the Unit. The Unit organizes all the travels of the Special Representative and of the Deputy Special Representatives, prepares and accompanies approximately 1 to 2 high-level VIP visits per month, including those that arrive and leave through Brazzaville, Congo, organizes approximately 7 to 10 VIP meetings per week, handles all hospitality and accommodation matters as well as all transport arrangements. It also organizes memorial services for the personnel who pass away during their service in the Mission. The Unit must rely on staff from other offices to perform numerous protocol tasks on an ad hoc basis and the additional proposed posts would end this inefficient practice.

Legal Affairs Section

International staff: Reclassification of 1 post

15. In the Legal Affairs Section, it is proposed to reclassify one post of Legal Officer from the P-3 to the P-4 level to reflect the diversity and technical complexity of the issues dealt with by the post. The incumbent would provide legal advice on administrative, commercial, financial, procurement and personnel matters and in particular on all issues that may have a bearing on the integrity of the Mission and of the United Nations in the context of the increased legal support to be provided to the newly established Conduct and Discipline Unit. He or she would

also provide backup for the Senior Legal Adviser and would serve in the local standing committees as well as in ad hoc panels.

Strategic Planning Cell

International staff: Increase of 4 posts (establishment of 3 posts and redeployment of 1 post)

16. It is proposed to establish a Strategic Planning Cell, reporting to the Chief of Staff, comprising a Senior Planning Officer (P-5) to be redeployed from the Political Affairs Division, two Planning Officers (P-3) and an Administrative Assistant (Field Service). Pursuant to Security Council resolution 1756 (2007), MONUC will need to realign its activities and develop benchmarks as well as an indicative timeline for its gradual drawdown. In this connection, the Mission is implementing the United Nations integrated mission planning process, which includes intensified coordination with the United Nations country team, for its strategic planning and the formulation of the results-based-budgeting frameworks for the MONUC budget process. The Cell would sustain this process, which will involve ongoing reviews, updates and transitional planning and restructuring for the remaining life of the Mission. The Senior Planning Officer (P-5) would develop and implement an integrated plan incorporating the military, police, substantive and support components of the Mission, would ensure that the Mission's planning process is in compliance with the United Nations integrated mission planning process and would prepare, monitor, and revise the mandate implementation plan ensuring that it is linked to the Mission's budget, including its results based-budgeting frameworks. One of the two Planning Officers (P-3) would assist the Senior Planning Officer in the detailed development of the Mandate Implementation Plan, including the collation and harmonization of inputs from the military, police and administrative components as well as from the United Nations country team and other partners. She or he would also work closely with the country team in securing the necessary voluntary contributions to support the mandate implementation plan. The second Planning Officer (P-3) would focus on implementation tracking and evaluation, including performance reporting on the results-based-budgeting frameworks, consolidation of periodic reports on the mission implementation plan and on milestones, benchmarks and timelines for the gradual drawdown of the Mission. She or he would also support inter-agency monitoring and evaluation on behalf of the Special Representative of the Secretary-General in her or his capacity as the senior United Nations official in the Democratic Republic of the Congo. The Administrative Assistant (Field Service) would provide administrative support to the Planning Officers.

Joint Operations Centre

International staff: Increase of 9 posts (redeployment of 5 posts and establishment of 4 posts)

National staff: Establishment of 1 post

17. It is proposed to regularize the staffing structure of the Joint Operations Centre, in accordance with a policy directive from the Department of Peacekeeping Operations for all missions to establish a Joint Operations Centre as well as a Joint Mission Analysis Cell, to ensure that Mission headquarters has an integrated operations monitoring and reporting capacity, providing Mission-wide situational

awareness on a 24-hour basis. The Joint Operations Centre is collocated with the Joint Mission Analysis Cell, reports to the Special Representative through the Chief of Staff, and is responsible for monitoring the Mission's operational activities, collecting regular situational updates from the relevant entities, collating and disseminating information of immediate operational interest, providing consolidated daily operational reports and providing a 24-hour communications link between the Special Representative, senior management, the various Mission entities, regional headquarters and field offices, United Nations agencies, programmes and funds, neighbouring peacekeeping missions and United Nations Headquarters. It is the primary facility to support the Mission's crisis management process by developing contingency plans and procedures for emergency situations such as incidents of public disorder that continue to occur in Kinshasa.

18. Since its establishment, the Joint Operations Centre in MONUC has been operating with five staff (1 P-5, 1 P-4, 2 P-3 and 1 P-2) borrowed from various offices in the Mission. It is now proposed to formally establish these posts by redeploying the corresponding number and level of posts from the Political Affairs Division. It is also proposed to create four additional international posts (1 P-4, 2 P-2 and 1 Field Service) and one national post (national General Service) in order to maintain the 24-hour-a-day, 7-day-a-week operational presence that is required from the Centre. The staffing complement of the Centre would then comprise 10 posts (1 P-5, 2 P-4, 2 P-3, 3 P-2, 1 Field Service and 1 national General Service) consisting of a Chief (P-5), 7 Operations Officers (2 P-4, 2 P-3 and 3 P-2), each with his or her special areas of functional expertise (political developments, monitoring of the media, developments in the humanitarian situation, liaison with the Security Division), an Administrative Assistant (Field Service) and a Clerk/Driver (national General Service). The Centre would be fully integrated with the military, police and security components of the Mission and would also include three military officers, two police officers, and one Security/Operations Officer from the Security and Safety Section.

Joint Mission Analysis Cell

International staff: Reclassification of 1 post

National staff: Increase of 2 posts (reclassification of 1 post and establishment of 1 post)

United Nations Volunteers: Increase of 2 positions

19. In the Joint Mission Analysis Cell, it is proposed to reclassify one international post of Administrative Assistant (General Service (Other level)) to a national post (national General Service) and to create one post of Clerk/Driver (national General Service) as well as two positions of Information Analyst (United Nations Volunteers). The two additional Information Analysts (United Nations Volunteers) would be located in Kinshasa and would monitor and report on a number of conflict areas that have recently emerged since the creation of the Joint Mission Analysis Cell, including the Bas Congo, Equateur and the Province Orientale. They would also conduct assessment missions in other areas. The Cell is currently using a Clerk/Driver from the Political Affairs Division and needs its own Clerk/Driver (national General Service) for daily liaison with other Mission locations, offices of United Nations funds, agencies and programmes and other institutions, as well as for basic support tasks.

Office of the Principal Deputy Special Representative

International staff: Abolishment of 1 post

National staff: Establishment of 2 posts

20. In the Office of the Principal Deputy Special Representative, it is proposed to abolish the post of Special Assistant (P-4) as the responsibilities of the post have been transferred to other offices or have decreased. These include functions related to security sector reform, which are proposed to be coordinated by a new Security Sector Reform Unit (see para. 41 below), disarmament, demobilization and reintegration, which are currently coordinated by the Office of the Deputy Special Representative (Resident Coordinator/Humanitarian Coordinator), the Kivus, and for which a mission-level task force led by the Special Representative of the Secretary-General has been established, and Ituri, where the political work of the Mission has gradually decreased.

21. It is also proposed to create two posts of Clerk/Driver (national General Service) to ensure, together with the other two national staff (national General Service) approved for the Office, a continuous presence (in shifts) for the Principal Deputy Special Representative, who requires a Clerk/Driver at his disposal 7 days a week, 16 to 18 hours a day. They would also perform a variety of other basic support tasks.

Office of the Deputy Special Representative (Resident Coordinator/Humanitarian Coordinator)

International staff: Establishment of 1 post

United Nations Volunteers: Increase of 1 position

22. It is proposed to create one additional post of Coordination Assistant (Field Service) as well as one position of Administrative Assistant (United Nations Volunteer) in the Office of the Deputy Special Representative (Resident Coordinator/Humanitarian Coordinator). The Coordination Assistant would provide support to the organization and follow-up of an average of 10 to 15 coordination meetings per month held under the aegis of the Deputy Special Representative, including with the United Nations country team and the United Nations Programme Management Team on voluntary contributions from donors (including on the country assistance framework and the Programme d'action prioritaire), the stabilization programmes and others. The Administrative Assistant (United Nations Volunteer) would provide support to the Office in the establishment of contacts, organization of meetings and missions, drafting of correspondence and support in the preparation of documentation and presentations for conferences, visits and missions.

Heads of Field and Liaison Offices

International staff: Net increase of 7 posts (establishment of 8 posts, abolishment of 2 posts and redeployment of 1 post)

23. In the Field and Liaison Offices, it is proposed to create one post of Coordinator (D-1) at Kinshasa headquarters by redeploying a post from the Political Affairs Division, to abolish two posts of Head of Office (1 P-4 and 1 P-3) and to create eight posts of Administrative Assistant (Field Service).

24. Under the Mission's decentralized concept, Heads of Office have been established in each provincial capital in the Democratic Republic of the Congo as well as in Bunia (Ituri District) and Kalemie (northern Katanga). MONUC also maintains liaison offices in Pretoria, Kigali and Kampala. Heads of Field and Liaison Offices have been reporting to the Special Representative through the Chief of Staff and this broad range of supervision is untenable, taking into account the workload of the Office of the Chief of Staff. Furthermore, it is not feasible for the Special Representative to supervise and interact with each Head of Office individually on a regular basis and for these reasons, it is proposed to establish the post of a Coordinator of the Heads of Office (D-1), who would function as the liaison and focal point for the Heads of Field and Liaison Offices in communicating with the Special Representative. While the Heads of Office would continue to receive technical advice and backstopping from the relevant MONUC offices, the Coordinator would ensure the provision of responsive daily guidance on policy issues and would promote consistency and unity of action across the Mission with respect to mandate planning, implementation and control. To support the Coordinator, it is also proposed to create a post of Administrative Assistant (Field Service).

25. It is also proposed to abolish two posts of Head of Office in Kikwit (P-4) and Uvira (P-3) as the administrative functions in these offices can be absorbed by a Political Affairs Officer in each office. It is further proposed to create seven posts of Administrative Assistant (Field Service) to be located in the offices whose Heads of Office currently have no administrative support: Beni, Kananga, Kindu, Lubumbashi, Mbandaka, Mbuji-Mayi and Uvira.

Component 1: stable security environment

26. Component 1 on stable security environment reflects assistance to the Government of the Democratic Republic of the Congo in bringing about the minimum security conditions necessary for the protection of the population, a sustainable peacebuilding process, and the withdrawal of MONUC. The main priorities during 2008/09 will be: the conduct of military operations in the eastern part of the Democratic Republic of the Congo (Ituri, North and South Kivu and northern Katanga), including with the Forces Armées de la Republique Démocratique du Congo (FARDC), who will be provided with short-term basic training by MONUC, to protect civilians, constrain and reduce the capacities of illegal armed groups and induce them to enter into the disarmament, demobilization and reinsertion programme; and to work with the United Nations country team and other partners in facilitating the delivery of humanitarian assistance and the initiation of rapid stabilization of post-conflict areas.

Expected accomplishments	*Indicators of achievement*
1.1 Improved protection of civilians in the Democratic Republic of the Congo	1.1.1 Increase of 10 per cent in joint assessment missions (2006/07: 557; 2007/08: 441; 2008/09: 485)
	1.1.2 Reduction by 10 per cent of the total number of people internally displaced because of armed violence (2006/07: 1,480,000; 2007/08: 1,000,000; 2008/09: 900,000)

Outputs

- 190 daily patrols by contingent troops in priority areas
- 15 mobile operating bases deployed in priority areas in North and South Kivu and Ituri to monitor and deter attacks against civilians

Expected accomplishments	*Indicators of achievement*
1.2 Stabilization of sensitive areas in eastern Democratic Republic of the Congo	1.2.1 No reported incidence of armed conflict in eastern Democratic Republic of the Congo

Outputs

- 20 joint operations with FARDC, including logistical and medical support, in eastern Democratic Republic of the Congo
- 19 daily flight-hours in support of patrols, joint operations and other activities
- Provision of short-term basic training and related logistical support to 33 FARDC battalions in eastern Democratic Republic of the Congo
- Advice to national and provincial authorities on the development of stabilization programmes in Ituri, North and South Kivu and northern Katanga
- Advice to national and provincial authorities on conflict resolution in eastern Democratic Republic of the Congo

Expected accomplishments	*Indicators of achievement*
1.3 Disarmament and demobilization of former combatants in the Democratic Republic of the Congo	1.3.1 Increase in the number of remaining disarmed Congolese ex-combatants demobilized (2006/07: 101,893; 2007/08: 151,893; 2008/09: 201,893)
	1.3.2 Maintenance of the same number of demobilized children in armed groups (2006/07: 33,523; 2007/08: 2,500; 2008/09: 2,500) of a total of 40,000 armed children

Outputs

- Provision of security and logistical support to national disarmament, demobilization and reintegration programmes (protection of disarmament points and transit camps, and transportation of former combatants to disarmament and transit sites in Ituri and North and South Kivu provinces)
- Multimedia public information campaign including 24 radio Okapi interviews, 1 web interview, 8 video interviews, covering all armed groups to sensitize members of armed groups and to inform the public of the disarmament, demobilization and reintegration activities
- 12 monthly meetings with national authorities, United Nations agencies and NGOs to coordinate the withdrawal of 2,500 children from armed groups and their transfer to transit care facilities and/or their communities
- 24 bimonthly meetings with military groups and FARDC, civilian authorities and community leaders on accessing and withdrawing children from armed groups

External factors

Policies of Democratic Republic of the Congo authorities; actions of Democratic Republic of the Congo authorities with regard to national disarmament, demobilization and reintegration programmes; actions of Democratic Republic of the Congo and Governments of neighbouring States in contributing to political reconciliation and stability; availability of international humanitarian assistance; availability of donor resources for stabilization programmes; voluntary contributions for disarmament, demobilization and reintegration

Table 2
Human resources: component 1, stable security environment

Category	*Total*
I. Military contingents	
Approved 2007/08	**15 098**
Proposed 2008/09	**15 098**
Net change	**—**
II. Formed police units	
Approved 2007/08	**750**
Proposed 2008/09	**750**
Net change	**—**

	International staff										
III. Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	*General Service*	*Security Service*	*Subtotal*	*National staff*[a]	*United Nations Volunteers*	*Total*
Office of the Force Commander											
Approved posts 2007/08	1	2	1	—	2	1	—	7	5	—	**12**
Proposed posts 2008/09	1	2	1	—	2	1	—	7	5	—	**12**
Net change	—	—	—	—	—	—	—	—	—	—	**—**
Office of the Police Commander											
Approved posts 2007/08	—	1	1	1	1	2	—	6	1	1	**8**
Proposed posts 2008/09	—	1	1	3	1	2	—	8	1	1	**10**
Net change	—	—	—	2	—	—	—	2	—	—	**2**
Mine Action Liaison Unit											
Approved posts 2007/08	—	—	—	1	—	1	—	2	—	—	**2**
Proposed posts 2008/09	—	—	—	1	—	1	—	2	—	—	**2**
Net change	—	—	—	—	—	—	—	—	—	—	**—**
Subtotal, civilian staff											
Approved 2007/08	1	3	2	2	3	4	—	15	6	1	**22**
Proposed 2008/09	1	3	2	4	3	4	—	17	6	1	**24**
Net change	—	—	—	2	—	—	—	2	—	—	**2**

Total (I-III)	
Approved 2007/08	**15 870**
Proposed 2008/09	**15 872**
Net change	**2**

[a] Includes National Officers and national General Service staff.

Office of the Police Commissioner

International staff: Establishment of 2 posts

27. In the Office of the Police Commissioner, it is proposed to create a post of Training Officer (P-3) and a post of Planning Officer (P-3).

28. In its resolution 1756 (2007), the Security Council decided that MONUC should continue to develop the capacities of the Congolese national police by providing technical assistance, training and mentoring support. To that end, the proposed Training Officer would develop training programmes, including refresher training and specialized training for the national police. She or he would conduct assessments of the training programmes, and provide guidance to the MONUC United Nations police training unit, would closely liaise with bilateral and multilateral donors involved in the capacity-building of law enforcement agencies and would start the preparation of a gradual handover of training programmes to post-MONUC arrangements. As training activities have been previously undertaken in an ad hoc manner, it is considered essential that a dedicated post for a Training Officer be established to develop specialized training programmes for the national police.

29. In addition, the Congolese national police, in view of the presence of illegal armed elements and a growing crime rate in many areas of the country, which are threats better dealt with by police than by the military, will have to play an increasingly important role in establishing a stable security environment. In this context, the proposed Planning Officer (P-3), as focal point for planning, would help enhance first-line administrative support so as to maximize the effectiveness of a heavily tasked United Nations police component. The incumbent would develop and implement planning frameworks and develop monitoring and evaluation tools in respect of the police component's workplans. She or he would also assist on policy issues related to mandate implementation, budget preparation, including trust funds, and the application of United Nations regulations and rules, procedures and work methods.

Component 2: territorial security of the Democratic Republic of the Congo

30. Component 2 on territorial security of the Democratic Republic of the Congo encompasses support to the voluntary repatriation of foreign ex-combatants on Congolese territory, assistance to the Government of the Democratic Republic of the Congo in developing effective border controls and support to the enhancement of regional security. The main priorities in the 2008/09 period will consist of actions to promote a resolution to the presence of remaining foreign armed groups through voluntary repatriation or other arrangements as may be agreed by the concerned Member States; in areas of MONUC presence, to monitor, report, and intercept illegal movements of arms and people, including children; and to facilitate, through the provision of good offices and logistical support, the enhancement of regional security mechanisms.

Expected accomplishments	*Indicators of achievement*
2.1 Disarmament, demobilization and repatriation of foreign armed groups in the Democratic Republic of the Congo	2.1.1 Increase in the number of remaining foreign ex-combatants repatriated (2006/07: 14,881; 2007/08: 5,170; 2008/09: 6,000, for a total of 26,051)

Outputs

- Logistical support for the repatriation of 6,000 foreign ex-combatants to their countries of origin

Expected accomplishments	*Indicators of achievement*
2.2 Enhanced border control in the Democratic Republic of the Congo	2.2.1 Increase in the number of intercepted shipments of illegal arms by arms inspectors (2006/07: 0; 2007/08: 1; 2008/09: 2)

Outputs

- 7 military observer patrols per day to monitor borders with Rwanda and Uganda
- 9 riverine patrols per day to monitor borders with Rwanda and Uganda
- Border control training of 2 Congolese national police units in Katanga

Expected accomplishments	*Indicators of achievement*
2.3 Progress towards the establishment of regional security mechanisms for the management of stability in the Great Lakes	2.3.1 Exchange of ambassadors between the Democratic Republic of the Congo and Rwanda, Uganda and Burundi 2.3.2 No reported cases of armed groups using territories of neighbouring States as staging grounds (2006/07: 0; 2007/08: 0; 2008/09: 0)

Outputs

- Good offices, participation and provision of logistical support, to facilitate regular consultations among the Democratic Republic of the Congo, Uganda, Rwanda and Burundi on border and regional security issues, including four meetings of the Tripartite plus Commission

External factors

Assistance and cooperation of concerned Member States, through policies and actions, will enable progress in territorial security of the Democratic Republic of the Congo

Table 3

Human resources: component 2, territorial security of the Democratic Republic of the Congo

Category											*Total*
I. Military observers											
Approved 2007/08											760
Proposed 2008/09											760
Net change											—
	International staff										
II. Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	*General Service*	*Security Service*	*Subtotal*	*National staff*[a]	*United Nations Volunteers*	*Total*
Disarmament, Demobilization, Repatriation, Reinsertion and Resettlement Section											
Approved posts 2007/08	—	1	7	10	3	—	—	21	10	12	43
Proposed posts 2008/09	—	1	6	11	5	—	—	23	13	14	50
Net change	—	—	(1)	1	2	—	—	2	3	2	7
Subtotal, civilian staff											
Approved posts 2007/08	—	1	7	10	3	—	—	21	10	12	43
Proposed posts 2008/09	—	1	6	11	5	—	—	23	13	14	50
Net change	—	—	(1)	1	2	—	—	2	3	2	7
Total (I-II)											
Approved 2007/08											803
Proposed 2008/09											810
Net change											7

[a] Includes National Officers and national General Service staff.

Disarmament, Demobilization, Repatriation, Reinsertion and Resettlement Section/Disarmament, Demobilization and Reintegration

International staff: Net increase of 2 posts (establishment of 3 posts and abolishment of 1 post)

National staff: Increase of 3 posts

United Nations Volunteers: Increase of 2 positions

31. In component 2, it is proposed to establish three international posts (1 P-3 and 2 Field Service), three national posts (national General Service) and two United Nations Volunteer positions. It is also proposed to abolish one international post (P-4).

32. The Nairobi Communiqué signed by the Governments of the Democratic Republic of the Congo and Rwanda in November 2007 and the Actes d'engagement signed by the Government of the Democratic Republic of the Congo and Congolese armed groups in the Kivu provinces in January 2008 will significantly intensify the demands on the capacity of MONUC to simultaneously plan and conduct disarmament, demobilization, repatriation, resettlement and reintegration and

disarmament, demobilization and reintegration programmes. In the light of these new and concentrated demands on the ground, it is proposed that the staffing structure of the Section be strengthened to ensure the concurrent implementation of the disarmament, demobilization and reintegration and disarmament, demobilization, repatriation, resettlement and reintegration programmes.

33. Consequently, it is proposed that a post for disarmament, demobilization and reintegration Officer (P-3) be established to support the overall disarmament, demobilization and reintegration plan. The functions of the incumbent would include direct liaison and coordination between disarmament, demobilization and reintegration operations and the Government; accurate and timely reporting of security-related matters, particularly those that would affect disarmament, demobilization and reintegration activities; supervision of the development of appropriate mechanisms and systems for the registration and tracking of weapons collection, registration, storage and disposal/destruction; support the development of the registration, reinsertion and reintegration component of the disarmament and reintegration programme; and assistance in the development of criteria for the selection of local and international partners for the implementation of reinsertion and reintegration activities.

34. It is also proposed to establish one post of disarmament, demobilization and reintegration Assistant (Field Service) to assist in the development, implementation and evaluation of disarmament, demobilization and reintegration activities in an assigned region. The responsibilities of the incumbent would include the monitoring and analysis of specific aspects of disarmament, demobilization and reintegration activities and the conduct of research on disarmament, demobilization and reintegration-related subjects, including the collection, analysis and compilation of statistical data and related information from various sources; monitoring and analysis of the political situation within the assigned area of responsibility; assist in the preparation of disarmament, demobilization and reintegration briefings for incoming military observers and civilian personnel assigned to the region; and the provision of administrative and substantive support to consultative and other meetings, including the preparation of background documents and presentations and logistical arrangements.

35. In addition, a post of Administrative Assistant (Field Service) is proposed to provide general administrative support functions, including processing of official travel of staff; drafting of routine correspondence; maintenance of files of the Section; recording and maintenance of attendance and leave records; organization and coordination of arrangements for seminars, conferences and meetings; advice and guidance to staff on administrative procedures, policies and processes; and follow-up on human resource management activities and liaison/coordination with various offices within MONUC and at Headquarters.

36. Furthermore, two positions for a Disarmament, Demobilization and Reintegration Assistant and a Disarmament, Demobilization and Reintegration Gender Assistant (United Nations Volunteers) are proposed. The Disarmament, Demobilization and Reintegration Assistant would be responsible for assisting the Disarmament, Demobilization and Reintegration Officer in the planning and implementation of various aspects of the disarmament, demobilization and reintegration programme in his or her regional area of responsibility, including the day-to-day coordination of disarmament, demobilization and reintegration activities

with other mission components in the regional office and other United Nations entities; provision of technical advice and support to the regional and local disarmament, demobilization and reintegration commission and offices, as appropriate; reporting on developments on the situation pertaining to armed forces and groups in his or her area of responsibility and on progress in the implementation of the disarmament, demobilization and reintegration strategy; assistance in the preparation of substantive reports and other documents; and collaboration with local authorities and civil society organizations on the facilitation and implementation of the disarmament, demobilization and reintegration programme. The Disarmament, Demobilization and Reintegration Gender Assistant would be responsible for supporting the full integration of the gender perspective through the disarmament, demobilization and reintegration process. The responsibilities of the incumbent would include coordination and technical support to national institutions for disarmament, demobilization and reintegration; support to the formulation of the disarmament, demobilization and reintegration programme to ensure that gender issues are fully integrated; ongoing monitoring and evaluation of the disarmament, demobilization and reintegration programme process to ensure the application of the principles of gender sensitivity; and the development of mechanisms to support equal access and involvement of female combatants in the disarmament, demobilization and reintegration process.

37. Three posts of Disarmament, Demobilization and Reintegration Assistant (national General Service) are proposed to support the Disarmament, Demobilization and Reintegration Unit in the collection of programme performance information; collect quantitative and qualitative information on programme implementation; liaise with ex-combatants, beneficiaries, implementing partners and referral officers for proper sensitization and reinforcement of the programme; support the efficient implementation of all disarmament, demobilization and reintegration coordination projects; and support and liaise with the National Commission of Disarmament, Demobilization and Reintegration and other entities in connection with the reintegration of ex-combatants and war-affected people in the field.

38. One post of Disarmament, Demobilization and Reintegration Officer (P-4) is proposed to be abolished from the Section to eliminate overlaps in functional responsibilities and for the remaining functions of the post to be absorbed by existing staff.

Component 3: security sector reform

39. Component 3 on security sector reform encompasses support to military, police, judicial and corrections services that provide for the security of the State and its population and assistance to the Government of the Democratic Republic of the Congo, in cooperation with international and United Nations partners, in putting in place the preconditions for a comprehensive security sector reform process. The main priorities during the 2008/09 period will be to: contribute, in coordination with international partners, to the efforts of the international community to assist the Government in the initial planning process of security sector reform; provide technical advice, as requested, to the elaboration of national defence sector reform strategies; continue to develop the capacities of the Congolese national police and related law enforcement agencies by providing technical assistance, training and

mentoring; and advise the Government in strengthening the capacity of the judicial and correctional systems, with emphasis on military justice.

Expected accomplishments	*Indicators of achievement*
3.1 Progress towards the creation of capable and accountable armed forces in the Democratic Republic of the Congo	3.1.1 Establishment by the Government of the Democratic Republic of the Congo of a technical working group on security sector reform, which would meet on a regular basis
	3.1.2 Adoption by the Government of a comprehensive strategy and action plan for reform of the defence sector
	3.1.3 Development and implementation of strategies by the Government of the Democratic Republic of the Congo to address the causes of procedural errors in miscarriages of justice

Outputs

- Advice on reform of the defence sector through weekly participation in the Government of the Democratic Republic of the Congo working groups on reform of the defence sector
- Monthly consultations with international partners and the Government of the Democratic Republic of the Congo to coordinate activities on reform of the defence sector and promote coherence of the security sector reform policy
- Advice to national and provincial authorities on the coordination led by the Government of the Democratic Republic of the Congo of the reform of military justice
- Preparation and conduct of 6 military justice training programmes for 300 military police personnel at the national and provincial levels

Expected accomplishments	*Indicators of achievement*
3.2 Progress in the development of a capable and accountable national police service	3.2.1 Adoption by the Government of the Democratic Republic of the Congo of 8 recommendations on core themes of police reform of the Comité de Suivi de la réforme de la police and its working groups
	3.2.2 Maintenance of the number of trained Congolese national police in basic skills (2006/07: 32,248; 2007/08: 17,683; 2008/09: 17,683)

Outputs

- Advice to the Government of the Democratic Republic of the Congo and senior Congolese National Police personnel through collocation of United Nations police advisers in high-level law enforcement offices (at the request of the Government of the Democratic Republic of the Congo) on the development and implementation of the 8 recommendations of the Comité de Suivi de la réforme de la police, including those that will be made into laws/decrees
- Participation in the Comité de Suivi de la réforme de la police
- Conduct of 45 police refresher training courses for 17,683 Congolese national police in 14 locations

Expected accomplishments	*Indicators of achievement*
3.3 Progress in the establishment of functioning and independent judicial and penitentiary systems	3.3.1 Adoption by the Government of the reform action plan for justice and corrections as part of the overall strategic plan for security sector reform 3.3.2 Increased effectiveness of courts in criminal jurisdictions in Ituri, North and South Kivus and Kisangani

Outputs

- Advice to the Comité de Suivi de la réforme de la justice on the development of judicial and penitentiary reform strategies, including provisions for minors
- Conduct of 120 training days conducted for 270 judicial personnel (magistrates, court support staff and police judicaire) on court administration and management
- Establishment of a prison database for handover to authorities of the Democratic Republic of the Congo

External factors

Policies of the Democratic Republic of the Congo; availability of donor assistance for military justice and corrections; availability of donor assistance to police programmes; availability of donor assistance to justice programmes

Table 4
Human resources: component 3, security sector reform

Category	*Total*
I. United Nations police	
Approved 2007/08	391
Proposed 2008/09	391
Net change	—

	International staff										
II. Civilian staff	*USG -ASG*	*D-2- D-1*	*P-5- P-4*	*P-3- P-1*	*Field Service*	*General Service*	*Security Service*	*Subtotal*	*National staff[a]*	*United Nations Volunteers*	*Total*
Security Sector Reform Unit											
Approved posts 2007/08	—	—	—	—	—	—	—	—	—	—	—
Proposed posts 2008/09	—	1	—	1	1	—	—	3	—	—	3
Net change	—	1	—	1	1	—	—	3	—	—	3
Rule of Law Office											
Approved posts 2007/08	—	1	4	3	1	—	—	9	1	—	10
Proposed posts 2008/09	—	1	8	9	1	—	—	19	16	—	35
Net change	—	—	4	6	—	—	—	10	15	—	25

II. Civilian staff	International staff								National staff*	United Nations Volunteers	Total
	USG -ASG	D-2- D-1	P-5- P-4	P-3- P-1	Field Service	General Service	Security Service	Subtotal			
Subtotal, civilian staff											
Approved posts 2007/08	—	1	4	3	1	—	—	9	1	—	10
Proposed posts 2008/09	—	2	8	10	2	—	—	22	16	—	38
Net change	—	1	4	7	1	—	—	13	15	—	28
Total (I-II)											
Approved 2007/08											401
Proposed 2008/09											429
Net change											28

* Includes National Officers and national General Service staff.

International staff: Establishment of 13 posts

National staff: Establishment of 15 posts

40. In component 3, it is proposed to establish 13 international posts (1 D-1, 4 P-4, 7 P-3 and 1 Field Service) and 15 national posts (national General Service). Of the proposed 15 additional national posts, 3 are for functions that are currently being performed by individual contractors on special service agreements.

Security Sector Reform Unit

International staff: Establishment of 3 posts

41. It is proposed to establish a new Security Sector Reform Unit, reporting directly to the Special Representative of the Secretary-General, which would provide expertise in supporting the Government in the planning of a security strategy and security sector reform programme, coordinate the security sector reform strategy within MONUC, contribute to the overall coordination of international support to the security sector reform and mobilize voluntary contributions to the security sector reform programmes of the Mission. The Unit would be composed of a Head of Unit (D-1), a Security Sector Reform Officer (P-3) and an Administrative Assistant (Field Service). The Head of Unit is proposed at the D-1 level as the post would require a significant level of senior management experience and credibility in dealing with high-level Congolese and international interlocutors on a highly political reform process in the Democratic Republic of the Congo.

Rule of Law Office

International staff: Establishment of 10 posts

National staff: Establishment of 15 posts

42. In the Rule of Law Office, it is proposed to create 10 international posts (4 P-4 and 6 P-3) and 15 national posts (national General Service) comprising: 9 Judicial Officers (3 P-4 and 6 P-3), 1 Prison Adviser (P-4) and 15 Administrative Assistants (national General Service).

43. As a very high proportion of human rights abuses continue to be perpetrated by the police and the military, the Rule of Law Office will place a strong emphasis on direct support to military and police judicial systems so as to improve the discipline of the security forces and thereby enhance their capacity to protect the population and enable a gradual drawdown of the Mission. In this respect, the proposed nine Judicial Officers (3 P-4 and 6 P-3) would assist the judicial authorities of the Congolese military and police in combating impunity and improving discipline by assessing the training needs of the civilian and military magistrates, providing expertise on investigative techniques and drafting skills for comprehensive indictments, and establishing communication links between actors of the penal chain and the executive branch of the Government. They would also assist, in collaboration with the prison adviser, in project development and donor outreach, in organizing town hall meetings in order to sensitize the local population on rule of law issues and promote trust in the progressive functioning of judicial institutions and in following up with local authorities on the recommendations of MONUC Human Rights Trial Monitors with a view to implementing them. Three Judicial Officers (P-4) would be deployed to Bunia, Goma and Bukavu, where issues are more complex than elsewhere in the country, and where they would coordinate the many parallel activities and initiatives that have taken place and address obstacles to the development of justice in these areas and the shortcomings in the administration of justice of the higher courts. The other six Judicial Officers (P-3) would be deployed in Matadi, Bandundu, Mbandaka, Mbuji-Mayi (also covering Katanga), Kindu, Kisangani, Lubumbashi and Kalemie.

44. The Office will also continue its support to the correctional services while planning the transfer of longer-term activities to successor arrangements. In this respect, the proposed Prison Adviser (P-4) would provide strategic advice to senior officials of the Ministries of Justice and Defence on the implementation of the reform package for the penitentiary system in the Democratic Republic of the Congo, including on reducing security challenges such as the escape of dangerous criminals, and the introduction of accountability, which will have an impact on prison conditions, including prison security. She or he would assist in identifying gaps, drafting legislation and prison policies and procedures, and in developing a prison database.

45. Of the 15 Administrative Assistants (national General Service) 12 would provide administrative support to the rule of law teams deployed in Matadi, Bandundu, Equateur, Mbuji-Mayi, Kananga, Kindu, Kisangani, Bunia, Goma, Bukavu, Lubumbashi and Kalemie, whereas the remaining 3 would be located at Kinshasa headquarters to support the extensive training programme for all military magistrates and some 100 lawyers, which is now under way. The functions of these three Administrative Assistants are currently being performed by individual contractors under special service agreements or consultancy contracts. It is now proposed to establish posts for these functions, as they are of a continuing nature and include the administration of outreach projects.

Component 4: Democratic institutions and human rights

46. Component 4 on democratic institutions and human rights encompasses support to the strengthening of democratic institutions and processes at the national, provincial, regional and local levels, the promotion of national reconciliation and internal political dialogue, support to the strengthening of civil society, assistance in the promotion and protection of human rights, including the investigation of human rights violations with a view to ending impunity, and assistance in the organization, preparation and conduct of local elections. The priorities for the period 2008/09 include: assistance to the Government of the Democratic Republic of the Congo and other authorities, such as the National Independent Electoral Commission, for the organization, preparation and conduct of local elections; policy input and technical advice in the establishment of essential constitutional institutions and relevant legislation; the promotion of national, provincial and local dialogue through good offices; and the promotion and protection of human rights with emphasis on military, police, and other security services.

Expected accomplishments	*Indicators of achievement*
4.1 Free and transparent local elections in the Democratic Republic of the Congo	4.1.1 Establishment by the Government of the Democratic Republic of the Congo of the National Independent Electoral Commission
	4.1.2 Adoption by the Parliament of an organic law defining the functions and the independent status of the National Independent Electoral Commission
	4.1.3 Adoption by the Government of the Democratic Republic of the Congo of the regulatory framework for a local mechanism on the resolution of electoral disputes
	4.1.4 Publication of an updated voters' list by the National Independent Electoral Commission

Outputs

- Advice to the Government and to the Parliament on the adoption of essential legislation for local elections
- Organization of the transport and distribution of some 4,000 tons of electoral materials and equipment to 210 hubs throughout the Democratic Republic of the Congo
- Advice to the National Independent Electoral Commission on updating the voters' lists, including on 1.5 million omitted voters and on the reassignment of 8 million registered voters to other administrative districts
- Advice and technical support to the National Independent Electoral Commission in the preparation and publication of lists of some 200,000 candidates
- Advice to the National Independent Electoral Commission on the design, development and production of 6,037 different types of ballot papers
- Advice to the National Independent Electoral Commission on the organization and holding of civic education and voters' sensitization campaigns

- Advice to the National Independent Electoral Commission on the preparation of a functional system for the resolution of electoral disputes
- Advice to the National Independent Electoral Commission on the selection, recruitment, training, fielding and payment of 300,000 polling staff for 53,000 polling stations
- Advice and technical support to the Government of the Democratic Republic of the Congo on a joint operational security plan for the elections

Expected accomplishments	*Indicators of achievement*
4.2 Progress in the strengthening of democratic institutions and national reconciliation in the Democratic Republic of the Congo	4.2.1 Establishment of seven of the institutions stipulated in the Constitution as key to reforming the judiciary system
	4.2.2 Adoption by the Government of the Democratic Republic of the Congo of legislation on relations between the central Government and provincial authorities

Outputs

- 48 weekly meetings with Government officials on the development of policies and processes for the establishment of 7 constitutional institutions and related key legislation
- 96 meetings with majority and political opposition representatives to promote dialogue and consensus-building
- 720 meetings at the provincial level to provide advice and good offices to provincial structures on local conflict resolution issues and relations between the central Government and provincial authorities

Expected accomplishments	*Indicators of achievement*
4.3 Progress in combating impunity and improving human rights in the Democratic Republic of the Congo	4.3.1 10 per cent increase in Government prosecutions of serious human rights violations and child recruitment leading to convictions (2006/07: 326; 2007/08: 501; 2008/09: 551)
	4.3.2 20 per cent reduction in reported human rights violations by Officers of the FARDC (2006/07: 1,435; 2007/08: 726; 2008/09: 580)
	4.3.3 20 per cent reduction in reported human rights violations by Officers of the Congolese national police (2006/07: 117; 2007/08: 105; 2008/09: 84)

Outputs

- 10 joint investigations with the national judiciary to address the prosecution of serious violations of human rights
- 60 special investigation missions on gross violations of human rights in eastern Democratic Republic of the Congo
- 24 consultation meetings with the Government of the Democratic Republic of the Congo and international partners on the establishment and follow-up of the monitoring and reporting mechanisms by the Country Task Force for monitoring and review of violations under Security Council resolution 1612 (2005)

- 24 meetings with senior military officials to report and advise on FARDC misconduct, crimes and abuses, including crimes against children
- 40 meetings with senior police officials to report and advise on Congolese national police misconduct, crimes and abuses, including crimes against children
- 40 meetings with national and provincial authorities to advocate and advise on the establishment of joint committees at the national and provincial levels for addressing serious human rights violations by FARDC and Congolese national police officers
- 12 meetings with the Government of the Democratic Republic of the Congo to review progress on the transitional justice mapping exercise and to discuss findings
- Submission of a report (MONUC-OHCHR) on transitional justice needs and recommendations to the Government of the Democratic Republic of the Congo
- Submission of bimonthly and annual reports as required under Security Council resolution 1612 (2005)

External factors

Policies of Democratic Republic of the Congo authorities; political developments in the Democratic Republic of the Congo; availability of Government resources and donor assistance for preparation and conduct of local elections

Table 5
Human resources: component 4, democratic institutions and human rights

	International staff										
Civilian staff	*USG -ASG*	*D-2- D-1*	*P-5- P-4*	*P-3- P-2*	*Field Service*	*General Service*	*Security Service*	*Subtotal*	*National staff*	*United Nations Volunteers*	*Total*
Political Affairs Division											
Approved posts 2007/08	—	3	21	39	—	4	—	**67**	30	4	**101**
Proposed posts 2008/09	—	2	16	24	1	4	—	**47**	23	4	**74**
Net change	—	**(1)**	**(5)**	**(15)**	**1**	—	—	**(20)**	**(7)**	—	**(27)**
Office of Public Information											
Approved posts 2007/08	—	1	9	22	13	6	—	**51**	133	8	**192**
Proposed posts 2008/09	—	1	9	22	13	6	—	**51**	142	8	**201**
Net change	—	—	—	—	—	—	—	—	**9**	—	**9**
Gender Affairs Section											
Approved posts 2007/08	—	—	2	1	—	1	—	**4**	3	2	**9**
Proposed posts 2008/09	—	—	2	1	—	1	—	**4**	4	2	**10**
Net change	—	—	—	—	—	—	—	—	**1**	—	**1**
Electoral Assistance Division											
Approved posts 2007/08	—	1	13	8	—	7	—	**29**	35	67	**131**
Proposed posts 2008/09	—	1	13	8	—	7	—	**29**	35	67	**131**
Net change	—	—	—	—	—	—	—	—	—	—	—

Civilian staff	International staff								National staff	United Nations Volunteers	Total
	USG -ASG	D-2- D-1	P-5- P-4	P-3- P-2	Field Service	General Service	Security Service	Subtotal			
Approved temporary positions[b] 2007/08	—	—	—	4	—	—	—	4	12	21	37
Proposed temporary positions[b c] 2008/09	—	—	8	47	—	—	—	55	12	73	140
Net change	—	—	8	43	—	—	—	51	—	52	103
Subtotal, Electoral Assistance Division											
Approved 2007/08	—	1	13	12	—	7	—	33	47	88	168
Proposed 2008/09	—	1	21	55	—	7	—	84	47	140	271
Net change	—	—	8	43	—	—	—	51	—	52	103
Human Rights Office											
Approved posts 2007/08	—	1	7	24	—	10	—	42	31	20	93
Proposed posts 2008/09	—	1	7	24	—	10	—	42	31	20	93
Net change	—	—	—	—	—	—	—	—	—	—	—
Approved temporary positions[b] 2007/08	—	—	—	3	—	—	—	3	7	7	17
Proposed temporary positions[b c] 2008/09	—	—	—	3	—	—	—	3	7	7	17
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal, Human Rights Office											
Approved 2007/08	—	1	7	27	—	10	—	45	38	27	110
Proposed 2008/09	—	1	7	27	—	10	—	45	38	27	110
Net change	—	—	—	—	—	—	—	—	—	—	—
Civil Affairs Office											
Approved posts 2007/08	—	1	5	17	—	2	—	25	28	4	57
Proposed posts 2008/09	—	1	5	17	—	2	—	25	28	4	57
Net change	—	—	—	—	—	—	—	—	—	—	—
Child Protection Section											
Approved posts 2007/08	—	—	3	14	—	1	—	18	12	4	34
Proposed posts 2008/09	—	—	3	6	—	1	—	10	10	5	25
Net change	—	—	—	(8)	—	—	—	(8)	(2)	1	(9)
Total, civilian staff											
Approved posts 2007/08	—	7	60	125	13	31	—	236	272	109	617
Proposed posts 2008/09	—	6	55	102	14	31	—	208	273	110	591
Net change	—	(1)	(5)	(23)	1	—	—	(28)	1	1	(26)
Approved temporary positions[b] 2007/08	—	—	—	7	—	—	—	7	19	28	54
Proposed temporary positions[b c] 2008/09	—	—	8	50	—	—	—	58	19	80	157
Net change	—	—	8	43	—	—	—	51	—	52	103

Civilian staff	International staff								National staff[a]	United Nations Volunteers	Total
	USG -ASG	D-2- D-1	P-5- P-4	P-3- P-2	Field Service	General Service	Security Service	Subtotal			
Total											
Approved 2007/08	—	7	60	132	13	31	—	**243**	291	137	**671**
Proposed 2008/09	—	6	63	152	14	31	—	**266**	292	190	**748**
Net change	—	**(1)**	**3**	**20**	**1**	—	—	**23**	**1**	**53**	**77**

[a] Includes National Officers and national General Service staff.
[b] In support of the local elections and funded under general temporary assistance.
[c] Positions are proposed for periods of 6 to 12 months.

International staff: Net decrease of 28 posts (reclassification of 1 post, redeployment of 7 posts and abolishment of 22 posts) and increase of 51 temporary positions

National staff: Establishment of 1 post

United Nations Volunteers: Increase of 53 positions (increase of 1 position and 52 temporary positions)

47. In component 4, it is proposed to reclassify 1 international post from the P-4 to the P-5 level, to redeploy 7 international posts (1 D-1, 2 P-5, 1 P-4, 2 P-3 and 1 P-2) to executive direction and management, to abolish 22 international posts (2 P-4, 12 P-3 and 8 P-2) and 9 national posts (national General Service) and to create 1 international post (Field Service), 10 national posts (national General Service) and 1 position of United Nations Volunteer. Of the 10 proposed additional national posts, 6 are for functions that are currently being performed by individual contractors on special service agreements. It is also proposed to create 103 additional temporary positions (8 P-4, 43 P-3 and 52 United Nations Volunteers) for periods of 6 to 12 months in support of the local elections.

Political Affairs Division

International staff: Net decrease of 20 posts (abolishment of 15 posts, redeployment of 6 posts and establishment of 1 post)

National staff: Abolishment of 7 posts

48. It is proposed to restructure the Political Affairs Division to reflect the post-transition phase of the Democratic Republic of the Congo and the MONUC revised mandate, pursuant to Security Council resolution 1756 (2007), which no longer requires MONUC to provide assistance to the government authorities, but that MONUC would, inter alia, provide advice to strengthen the democratic institutions and process at the national, provincial, regional and local levels; promote national reconciliation and internal political dialogue, including through the provision of good offices, and support the strengthening of civil society; and contribute to the promotion of good governance and respect for the principle of accountability. The Transitional Support Unit has therefore been dismantled and replaced by a smaller Reform and Democratization Unit, while a Local Conflict Management Unit as well as a small Regional Relations Unit has been created in order to expedite the resolution of conflicts and the enhancement of bilateral and multilateral regional

relations so as to stabilize the eastern part of the Democratic Republic of the Congo. As a consequence, 7 international posts (1 D-1, 2 P-5, 1 P-4, 2 P-3 and 1 P-2) are proposed to be redeployed to the Strategic Planning Cell, the Joint Operations Centre and the Field and Liaison Offices, as explained in paragraphs 16, 17 and 23 above, under executive direction and management, while 14 international posts (2 P-4, 4 P-3 and 8 P-2) and 7 national posts (national General Service) are proposed to be abolished. Political Affairs Officers will continue to be deployed in all provinces to provide advice on the strengthening of democratic institutions and processes at the provincial and local levels, provide good offices in promoting reconciliation and internal political dialogue, and promote good governance and respect for the principle of accountability. While the Division would still provide regular weekly reporting and analysis, the daily reporting tasks would be moved to the Joint Operations Centre, where information can be more efficiently updated and cross-checked on a real-time basis. In order to maintain administrative support to the Division, which has been provided so far by one of the posts (P-2) proposed to be abolished, it is also proposed to create a post of Administrative Assistant (Field Service).

Office of Public Information

International staff: Reclassification of 1 post

National staff: Establishment of 9 posts

49. In the Office of Public Information, it is proposed to reclassify the post of Spokesperson in Kinshasa from the P-4 to the P-5 level owing to the size and complexity of the Mission, the high interest of the media and the sensitivity and intricacy of the issues that the incumbent of the post has to deal with, such as Mission-internal investigations of public interest, attacks and threats against MONUC staff and major crises in the Democratic Republic of the Congo (Bas Congo, Kinshasa, North Kivu). It is also proposed to create nine national posts (national General Service) as follows: two posts of Translators for the Publications Unit, as the two existing posts of Translators of the Unit do not have adequate capacity to support the extensive workload of the Unit in a timely manner, which includes the translation of several press releases and briefings per week, lengthy verbatim records of weekly press conferences, the daily local press review and MONUC publications, such as the weekly 24-page bulletin, as well as the daily monitoring and translation of international media coverage of Democratic Republic of the Congo issues; two posts of Administrative Assistant to provide additional support in the timely archiving of voice and data materials, which has experienced a backlog resulting from a shortage of staff in the Office; and five posts of Administrative Assistant, whose functions are currently being performed by individual contractors under special service agreement. It is now proposed to establish posts for these functions as they are of a continuing nature.

Gender Affairs Section

National staff: Establishment of 1 post

50. In the Gender Affairs Section, it is proposed to create a post of Administrative Assistant (national General Service). The functions of this post are currently being performed by an individual contractor under special service agreement. It is now proposed to establish a post for these functions as they are of a continuing nature.

Electoral Assistance Division

International staff: Increase of 51 temporary positions

United Nations Volunteers: Increase of 52 temporary positions

51. The local elections will involve the same number of voters and the same geographic extent as those of the national referendum and subsequent elections that took place in 2005 and 2006, albeit with a higher number of polling stations (53,000 polling stations compared to approximately 50,000 in 2005 and 2006), constituencies (6,037 constituencies compared with 385 in 2005 and 2006), candidates (200,000 candidates compared to 22,500 in 2005 and 2006), and results processing and compilation centres (91 centres as opposed to 62 in 2005 and 2006). This will entail a significant increase in the complexity of the management of the rosters of candidates, the preparation of the ballots and the compilation of the results.

52. The Electoral Assistance Division would facilitate the establishment of a coordinated electoral planning framework for the first direct local elections to take place in the Democratic Republic of the Congo, which are anticipated to take place on a single day during the second half of 2008, followed by four indirect elections in April 2009. In addition to providing advice to the Government of the Democratic Republic of the Congo on the technical aspects of the required legislation, the role of the Division would be to support the National Independent Electoral Commission in the preparation of a local elections plan and the development of the necessary capacity for its implementation. In Kinshasa, the Electoral Assistance Division would provide advice and assistance to the National Independent Electoral Commission on the overall planning and control of the elections, including on the technical areas of voter and candidate registration, civic education and communications, logistics, training of short-term electoral staff, procurement of electoral materials, printing of voters' lists, gender aspects and information technology and data processing, compilation and publication of the results. It would also support domestic observers and liaise with the Government, the United Nations Development Programme (UNDP), donors and other partners.

53. To effectively carry out its role, the Electoral Assistance Division would need to be strengthened with 103 additional temporary positions (8 P-4, 43 P-3 and 52 United Nations Volunteers), for a total of 140 temporary positions (8 P-4, 47 P-3, 12 national General Service and 73 United Nations Volunteers) to support the local elections. Of these 140 temporary positions, 73 (8 P-4, 39 P-3 and 26 United Nations Volunteers) would be retained for a period of 6 months from July to December 2008, 42 (4 P-3, 12 national General Service and 26 United Nations Volunteers) for a period of 9 months from July 2008 to March 2009 and 25 (4 P-3 and 21 United Nations Volunteers) for the full 12-month period. The phased decrease of temporary positions takes into account the support that would be required to complete residual tasks after the completion of the local elections.

Human Rights Office

54. The Human Rights Office would need to retain the 17 temporary positions (3 P-2, 2 National Officers, 5 national General Service and 7 United Nations Volunteers) for a 9-month period from July 2008 to March 2009 to support the local elections, and in particular, to assist the Government of the Democratic Republic of

the Congo and local government authorities in addressing election-related human rights violations and abuses. The incumbents would monitor and report on instances of human rights violations during the electoral process, ensure the effective handling of cases reported, especially with regard to freedom of expression, freedom of assembly and freedom of association, follow up with authorities and identify remedial measures for abuses. They would also function as watchdogs in remote areas away from public scrutiny.

Child Protection Section

International staff: Abolishment of 8 posts

National staff: Abolishment of 2 posts

United Nations Volunteers: Increase of 1 position

55. As the remaining principal caseloads of children associated with armed groups are located in specific areas of the eastern part of the Democratic Republic of the Congo, it is proposed, in the Child Protection Section, to abolish the eight international posts (P-3) and two national posts (National Officers) located in other parts of the country (Kinshasa, Beni, Lubumbashi, Mbuji Mayi, Kananga, Kalemie, and Kisangani). It is also proposed to create a position of Child Protection Officer (United Nations Volunteer) in Kinshasa to support sensitization activities in the sectors and participate in the training and induction of MONUC civilian staff, as contained in previous audit recommendations.

Component 5: support

56. During the budget period, the Mission's support component will provide effective and efficient logistical, administrative and security services in support of the implementation of the Mission's mandate through the delivery of related outputs and introduction of service improvements, as well as realization of efficiency gains. Support will be provided to the authorized strength of 760 military observers, 17,030 military contingent personnel, 391 United Nations police officers and 750 formed police personnel as well as to the civilian staffing establishment of 1,273 international staff, 2,866 national staff and 795 United Nations Volunteers. The range of support will comprise all support services, including the implementation of conduct and discipline and HIV/AIDS programmes, personnel administration, financial services, health care, maintenance and construction of office and accommodation facilities, information technology and communications, air, naval and surface transport operations, supply and resupply operations, as well as provision of security services Mission-wide. During the 2008/09 period, the Mission will: provide logistical support in the organization, preparation and conduct of the local elections; extend to the regions a number of support services previously provided at headquarters in Kinshasa; establish a check-in/check-out facility in Entebbe, Uganda, to serve the Eastern Region and reduce travel to Kinshasa; provide repair and maintenance services at Entebbe for communications and information technology equipment to reduce the turnaround time to receive, inspect, repair and return serviced equipment to the users; strengthen the Heavy-Vehicle Unit in Entebbe, to reduce reliance on contractors; and provide payroll services to an additional seven field offices.

Expected accomplishments	*Indicators of achievement*	
5.1 Effective and efficient logistical, administrative and security support to the Mission	5.1.1	6 per cent reduction in the lead time between approval of procurement requisitions and issuance of contracts (2006/07: 90 days for 77 per cent of cases; 2007/08: 90 days for 90 per cent of cases; 2008/09: 85 days for 90 per cent of cases)
	5.1.2	Disposal of written-off equipment within 3 months of approval, for a 17 per cent increased value of write-off items compared to prior period (2006/07: 3 months; 2007/08: 3 months; 2008/09: 3 months)
	5.1.3	10 per cent reduction of the inventory value of assets held in stock over 12 months (2006/07: 5 per cent; 2007/08: 10 per cent; 2008/09: 10 per cent)
	5.1.4	30 per cent reduction in check-in/out time for 433 military observers (57 per cent of total strength) and 143 United Nations police officers (37 per cent of total strength) based in the eastern part of the Democratic Republic of the Congo (2007/08: 7 days; 2008/09: 5 days)
	5.1.5	5 per cent compliance with environmental standards of the Department of Peacekeeping Operations and the Department of Field Support (2006/07: 0 per cent; 2007/08: 5 per cent; 2008/09: 5 per cent)

Outputs

Service improvements

- Training of all procurement staff in procurement processing for improved coordination of procurement actions
- Issuance of updated procurement guidelines to strengthen internal control mechanisms
- Establishment of disposal cells in Kisangani, Bunia, Goma and Bukavu for the disposal, within 3 months of approval, of 5,864 written-off non-expendable equipment items with the estimated inventory value of $13.4 million
- Implementation of Mission stock ratios to minimize the level of strategic holdings
- Establishment of a check-in/check-out service capability at the Entebbe Support Base for the military observers and United Nations police personnel based in eastern Democratic Republic of the Congo to reduce travel to/from Kinshasa
- Implementation of environmental guidelines throughout the Mission

Military, police and civilian personnel

- Emplacement, rotation and repatriation of 17,030 military contingent personnel, 760 military observers, 391 United Nations police officers and 750 formed police personnel
- Storage and supply of 5,977,530 person-days of fresh and combat rations for 17,030 contingent and 750 formed police personnel
- Inspection and verification of contingent-owned equipment and self-sustainment in respect of 17,030 contingent and 750 formed police personnel
- Administration of 4,934 civilian personnel
- Implementation of a conduct and discipline programme for all military, police and civilian personnel, including training, prevention, monitoring and recommendations on remedial action where misconduct has occurred

Facilities and infrastructure

- Management of 19 United Nations-owned and 6 contingent-owned water purification plants and 9 bottling plants for the supply of safe drinking water to military, police and civilian personnel
- Maintenance of premises and equipment, including 891 generators, 8,420 air conditioners, 449 ablution containers and 1,829 hard-wall accommodation
- Storage and distribution of 12.4 million litres of fuel
- Maintenance of 35 helicopter landing pads

Ground transportation

- Operation and maintenance of 1,506 light vehicles, 233 medium vehicles and 448 heavy and special vehicles

Air transportation

- Operation and maintenance of 102 aircraft (27 fixed-wing and 75 rotary-wing), inclusive of 35 (6 fixed-wing and 29 rotary-wing) in support of the elections, and management of the related commercial airfield service contracts

Communications

- Operation and maintenance of a satellite network consisting of 4 earth station hubs to provide voice, fax, video and data communications
- Operation and maintenance of 63 very small aperture terminal (VSAT) systems, 73 telephone exchanges and 78 microwave links
- Support and maintenance of 35 FM radio broadcast stations in 11 radio production facilities

Information technology

- Operation and maintenance of 393 servers, 4,538 desktop computers, 1,226 laptop computers, 2,865 printers and 447 digital senders in 71 locations
- Operation and maintenance of 54 local area networks and wide area networks for 5,600 users in 71 locations
- Operation and maintenance of the Wireless Area Network

Medical

- Operation and maintenance of 13 United Nations-owned level-I clinics, 43 contingent-owned level-I hospitals, 3 contingent-owned level-II hospitals, 1 contingent-owned level-III hospital, as well as 1 United Nations-owned emergency/first aid unit, 1 United Nations-owned laboratory, 1 United Nations-owned Radiology Unit in 14 locations for all Mission personnel, staff of other United Nations agencies and the local civilian population in emergency cases
- Maintenance of Mission-wide land and air evacuation arrangements inclusive of 435 aero-medical evacuations for all United Nations locations in 3 contingent-owned level-II hospitals, 1 contingent-owned level-III hospital, 1 contracted level-III hospital in Kinshasa and 2 contracted level-IV hospitals in Pretoria in a total of 6 locations
- HIV/AIDS sensitization programme, including peer education, for all Mission personnel
- Training of 80 HIV/AIDS peer educators
- Operation and maintenance of voluntary confidential HIV/AIDS counselling and testing facilities for all Mission personnel

Security

- 500 investigation reports on traffic accidents, theft of United Nations equipment and loss of identification documents
- Preparation of regional security evacuation plans for all regions
- Conduct of induction and fire training for all new staff
- Conduct of fire drills and refresher courses for all staff every two months
- Provision of site security in all locations
- 24-hour-a-day, 7-day-a-week firefighting capacity in Kinshasa, Kisangani and Bukavu
- Conduct of specialized training for all security staff in pistol-firing, first aid and other specialized areas
- Preparation of 365 daily security situation reports, 52 weekly assessment reports and 4 quarterly reports on Mission-wide security situation
- Conduct of security and baggage inspections for approximately 14,000 passengers a month

External factors

Movement of staff and deployment of operational resources will not be interrupted; vendors, contractors and suppliers will deliver goods, services and supplies, as contracted

Table 6
Human resources: component 5, support

Category	*Total*
I. Military contingents	
Approved 2007/08	1 932
Proposed 2008/09	1 932
Net change	—

	International staff										
II. Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	*General Service*	*Security Service*	*Subtotal*	*National staff*[a]	*United Nations Volunteers*	*Total*
Conduct and Discipline Team											
Approved posts 2007/08	—	1	2	1	1	—	—	5	2	—	7
Proposed posts 2008/09	—	1	2	1	1	—	—	5	2	—	7
Net change	—	—	—	—	—	—	—	—	—	—	—
Approved temporary positions[b] 2007/08	—	—	1	2	—	1	—	4	3	—	7
Proposed temporary positions[b] 2008/09	—	—	1	5	—	1	—	7	3	—	10
Net change	—	—	—	3	—	—	—	3	—	—	3
Subtotal, Conduct and Discipline Team											
Approved 2007/08	—	1	3	3	1	1	—	9	5	—	14
Proposed 2008/09	—	1	3	6	1	1	—	12	5	—	17
Net change	—	—	—	3	—	—	—	3	—	—	3
Security and Safety Section											
Approved posts 2007/08	—	—	4	13	86	14	—	117	233	5	355
Proposed posts 2008/09	—	—	4	13	77	14	—	108	381	5	494
Net change	—	—	—	—	(9)	—	—	(9)	148	—	139
Mission Support Division											
Office of the Director[c]											
Approved posts 2007/08	—	1	5	10	6	3	—	25	10	1	36
Proposed posts 2008/09	—	1	5	9	5	3	—	23	11	1	35
Net change	—	—	—	(1)	(1)	—	—	(2)	1	—	(1)
Office of the Deputy Director[d]											
Approved posts 2007/08	—	1	11	16	39	17	—	84	449	17	550
Proposed posts 2008/09	—	1	10	16	39	17	—	83	495	18	596
Net change	—	—	(1)	—	—	—	—	(1)	46	1	46
Approved temporary positions 2007/08	—	—	—	—	—	—	—	—	—	—	—
Proposed temporary positions[b,e] 2008/09	—	—	—	—	2	—	—	2	—	—	2
Net change	—	—	—	—	2	—	—	2	—	—	2

II. Civilian staff	International staff										
	USG-ASG	D-2-D-1	P-5-P-4	P-3-P-2	Field Service	General Service	Security Service	Subtotal	National staff[a]	United Nations Volunteers	Total
Subtotal, Office of the Deputy Director[d]											
Approved 2007/08	—	1	11	16	39	17	—	84	449	17	550
Proposed 2008/09	—	1	10	16	41	17	—	85	495	18	598
Net change	—	—	(1)	—	2	—	—	1	46	1	48
Administrative Services											
Approved posts 2007/08	—	1	14	39	51	25	—	130	139	56	325
Proposed posts 2008/09	—	1	15	39	59	25	—	139	161	65	365
Net change	—	—	1	—	8	—	—	9	22	9	40
Approved temporary positions 2007/08	—	—	—	—	—	—	—	—	—	—	—
Proposed temporary positions[b,e] 2008/09	—	—	—	—	—	—	—	—	10	10	20
Net change	—	—	—	—	—	—	—	—	10	10	20
Subtotal, Administrative Services											
Approved 2007/08	—	1	14	39	51	25	—	130	139	56	325
Proposed 2008/09	—	1	15	39	59	25	—	139	171	75	385
Net change	—	—	1	—	8	—	—	9	32	19	60
Integrated Support Services											
Approved posts 2007/08	—	1	22	82	227	75	—	407	1 020	375	1 802
Proposed posts 2008/09	—	1	26	83	269	75	—	454	1 343	388	2 185
Net change	—	—	4	1	42	—	—	47	323	13	383
Approved temporary positions 2007/08	—	—	—	—	—	—	—	—	—	—	—
Proposed temporary positions[b,e] 2008/09	—	—	—	—	40	—	—	40	98	100	238
Net change	—	—	—	—	40	—	—	40	98	100	238
Subtotal, Integrated Support Services											
Approved 2007/08	—	1	22	82	227	75	—	407	1 020	375	1 802
Proposed 2008/09	—	1	26	83	309	75	—	494	1 441	488	2 423
Net change	—	—	4	1	82	—	—	87	421	113	621
Subtotal, civilian staff											
Approved posts 2007/08	—	5	58	161	410	134	—	768	1 853	454	3 075
Proposed posts 2008/09	—	5	62	161	450	134	—	812	2 393	477	3 682
Net change	—	—	4	—	40	—	—	44	540	23	607
Approved temporary positions[b] 2007/08	—	—	1	2	—	1	—	4	3	—	7
Proposed temporary positions[b] 2008/09	—	—	1	5	42	1	—	49	111	110	270
Net change	—	—	—	3	42	—	—	45	108	110	263

II. Civilian staff	International staff								National staff[a]	United Nations Volunteers	Total
	USG-ASG	D-2-D-1	P-5-P-4	P-3-P-2	Field Service	General Service	Security Service	Subtotal			
Subtotal											
Approved 2007/08	—	5	59	163	410	135	—	772	1 856	454	3 082
Proposed 2008/09	—	5	63	166	492	135	—	861	2 504	587	3 952
Net change	—	—	4	3	82	—	—	89	648	133	870
Total (I-II)											
Approved 2007/08											5 014
Proposed 2008/09											5 884
Net change											870

[a] Includes National Officers and national General Service staff.
[b] Funded under general temporary assistance.
[c] Includes the Budget and Cost Control Section, the Aviation Safety Unit and the Administrative Coordination Unit.
[d] Includes the Regional and Field Administrative Offices, the Board of Inquiry Unit, the Contracts Management Unit, the Property Control and Inventory Unit and the Local Property Survey/Claims Review Board.
[e] In support of the local elections for the 6-month period from July to December 2008.

International staff: Net increase of 44 posts (reclassification of 11 posts, abolishment of 5 posts and establishment of 60 posts) and increase of 45 temporary positions

National staff: Increase of 540 posts (establishment of 529 posts and reclassification of 11 posts) and increase of 108 temporary positions

United Nations Volunteers: Increase of 23 positions and 110 temporary positions

57. In the support component, it is proposed to reclassify 2 international posts from the P-4 to the P-5 level, 3 posts from the P-3 to the P-4 level and 2 posts from the P-2 to the P-3 level, to abolish 5 international posts (1 P-5, 2 P-3 and 2 P-2), to reclassify 11 international posts (Field Service) to national posts (9 National Officers and 2 national General Service) and to create 60 international posts (2 P-4, 4 P-3, 3 P-2 and 51 Field Service), 529 national posts (13 National Officers and 516 national General Service) and 23 positions of United Nations Volunteers. Of the additional 516 national General Service posts, 466 posts are proposed for functions of a continuing nature that are currently being performed by individual contractors on special service agreements, comprising interpreters, finance clerks, supply clerks, engineering technicians, administrative assistants, stores assistants, movement control clerks, driver/mechanics and security guards. It is also proposed to create 3 temporary positions (P-3) for the Conduct and Discipline Team and 260 temporary positions (42 Field Service, 108 national General Service and 110 United Nations Volunteers) in support of the local elections for the 6-month period from July to December 2008.

Conduct and Discipline Team

International staff: Increase of 3 temporary positions

58. In the Conduct and Discipline Team, it is proposed to create three temporary positions (P-3) of Conduct and Discipline Officers to be located in Bunia, Goma and

Bukavu. The creation of these positions in the east of the Democratic Republic of the Congo would allow the provision of more immediate, regular and sustained support to the offices and sub-offices located in this area of operation, compared to the current practice of dispatching Conduct and Discipline Officers from Kinshasa.

Security and Safety Section

International staff: Reclassification of 9 posts

National staff: Increase of 148 posts (establishment of 139 posts and reclassification of 9 posts)

59. In the Security and Safety Section, which is responsible for ensuring the safety and security of staff and premises of not only MONUC but also of all United Nations agencies, funds and programmes operating in the Democratic Republic of the Congo, it is proposed to create 139 national posts (10 National Officers and 129 national General Service) as follows: 3 posts of Airport Security Officer (National Officers), 7 posts of Guard Force Management Officer (National Officers), 2 posts of Assistant Investigator (national General Service), 9 posts of Fire Fighter (national General Service), 111 posts of Security Guard (national General Service), 6 posts of Administrative Clerk (national General Service) and 1 post of Driver (national General Service). It is also proposed to reclassify nine international posts of Security Officers (Field Service) to national posts (National Officers) in the field offices of Kindu, Kisangani, Gemena, Kikwit, Mahagi, Gbadolite and Lubero.

60. The three additional posts of Airport Security Officer (National Officers), to be located at the Mbandaka, Kananga and Kalemie airports, are required to improve the supervision of security airport tasks, such as the check-in of passengers and the screening of luggage and cargo, that are performed by national staff and outsourced guards. This supervision is currently being performed by international Security Officers, in addition to their regular security functions in the field offices. This arrangement is not sustainable over a prolonged period of time nor does it ensure the efficient delivery of airport security services. The proposed posts would be required to provide full-time supervision of tasks that have to be performed from 6.30 a.m. to 6.30 p.m. from Monday to Saturday.

61. The seven additional posts of Guard Force Management Officer (National Officers), to be located in Bukavu, Kananga, Mbuji-Mayi, Kalemie, Mbandaka and Uvira, are needed to improve the supervision and monitoring of the operations to control access into the Mission's premises that are being performed by national staff, outsourced guards and local police officers assigned to MONUC sites. The incumbents would administer all national staff working in the Guard Force Management Unit, recommend security procedures for the control of personnel and cargo movements and liaise with local authorities and private security companies. These supervisory functions are currently being performed by international Security Officers in addition to their other functions at the field offices, which include overall security arrangements, planning, investigations, and the immediate response to security incidents.

62. The two posts of Assistant Investigator (national General Service), to be located at Kinshasa in the Special Investigations Unit, are required in order to reduce the current backlog of cases to be investigated, which has resulted from the

inadequate capacity of existing staff to support the volume of tasks of the Unit. The incumbents would assist the international investigators in their investigations and would be given the responsibilities of investigating cases relating to national staff, in coordination with the local police. They would also provide interpretation services to the Unit.

63. Of the 9 posts of Fire Fighter (national General Service), 6 would be located in Kinshasa and would complement 14 existing posts of national Fire Fighter (national General Service) in the Fire and Safety Unit in Kinshasa in order to cover the 3 daily 8-hour shifts of 6 to 8 fire fighters per shift necessary for a 24-hour-a-day, 7-day-a-week fire and safety operations capability. The three other Fire Fighters would be located in Kisangani and Uvira, where no Fire Fighters are currently posted. The incumbents would assist in the establishment of a Fire and Safety Unit at these locations, preparing technical rescue programmes, building site plans, building evacuation plans and conducting regular fire and safety inspections of United Nations facilities.

64. Of the proposed 111 additional posts of Security Guards (national General Service), 103 would be located in Bunia, where the security guard functions are currently being performed by individual contractors on special service agreements or by guards provided by private security companies. It is now proposed to create posts for these functions as they are of a continuing nature and as the services provided by the individual contractors or the private security companies are inadequate. The eight additional Security Guards (national General Service) would be located in Bukavu, Kananga, Mbuji-Mayi, Kalemie and Mbandaka, where the current number of guards deployed in these locations does not have the adequate capacity to ensure the protection of all United Nations sites.

65. The six posts of Administrative Clerk (national General Service) would be deployed in Beni, Goma and Matadi, where the current number of posts of Administrative Clerks deployed for these locations is not sufficient for the provision of adequate administrative support to the Security Officers. In Beni, two of the Administrative Clerks would be located at Mavivi Airport to assist in the screening of passengers and baggage that is currently being performed by daily casual workers, who are not adequately trained.

66. Finally, the additional post of Driver (national General Service) is proposed for the Security Operations Centre in Kinshasa, where the three posts of Driver (national General Service) currently deployed for the Centre is not sufficient to ensure adequate support to the Centre. The functions consist of driving VIPs and delegations in light or armoured vehicles, driving Security Officers with the local police for intervention to places of security incidents and driving the Crisis Intervention Team to extract United Nations staff members during periods of crisis.

Mission Support Division

Office of the Director

International staff: Decrease of 2 posts (abolishment of 1 post and reclassification of 1 post)

National staff: Increase of 1 post

67. In the Office of the Director of Mission Support, it is proposed to abolish one international post (P-2), to reclassify one international post (Field Service) to a national post (national General Service), and to reclassify one post from the P-4 to the P-5 level as well as one post from the P-2 to the P-3 level.

Immediate Office of the Director

International staff: Reclassification of 1 post

68. In the Immediate Office of the Director of Mission Support, it is proposed to reclassify the post of Senior Administrative Officer from the P-4 to the P-5 level to reflect the complexity of the duties and the wide range of responsibilities of the post, whose incumbent liaises with the substantive, military and police components of the Mission as well as with external entities. The proposed level of this post is consistent with the level of similar posts in other peacekeeping missions of comparable size and complexity.

Aviation Safety Unit

International staff: Decrease of 2 posts (abolishment of 1 post and reclassification of 1 post)

National staff: Reclassification of 1 post

69. In the Aviation Safety Unit, it is proposed to abolish one of the two posts of Aviation Safety Officer at the P-2 level and to reclassify the second one from the P-2 to the P-3 level to reflect the increased responsibilities of the post resulting from the absorption of functions of the abolished post and the scope and complexity of the MONUC air operations. It is also proposed to reclassify one international post of Aviation Safety Assistant (Field Service) in Kinshasa to a national post (national General Service), as it has been determined that the functions of the post can be performed by a national incumbent.

Office of the Deputy Director

International staff: Abolishment of 1 post and increase of 2 temporary positions

National staff: Increase of 46 posts (establishment of 44 posts and redeployment of 2 posts)

United Nations Volunteers: Increase of 1 position

70. In the Office of the Deputy Director of Mission Support, it is proposed to abolish one international post (P-5), to redeploy two national posts (national General Service) from the Mission Support Centre of the Integrated Support Services and to create 44 national posts (national General Service) as well as one position of United Nations Volunteer. Of the 44 additional national posts, 42 posts are proposed for functions of a continuing nature that are currently being performed by individual contractors on special service agreements. It is also proposed to create two temporary international positions (Field Service) for the six-month period from July to December 2008 in support of the local elections.

Regional and Field Administrative Offices

International staff: Abolishment of 1 post and increase of 2 temporary positions

National staff: Establishment of 42 posts

71. In the Regional and Field Administrative Offices, it is proposed to abolish one post of Regional Administrative Officer (P-5) following the reconfiguration from three to two Regional Offices.

72. It is also proposed to create two temporary positions of Administrative Assistant (Field Service) for the six-month period from July to December 2008 to be deployed to the field offices of Gemena and Bukavu in support of the local elections.

73. It is further proposed to create 42 posts of Interpreter (national General Service) in support of the 750 police personnel in formed units as well as for the 916 additional military personnel authorized in 2006 by the Security Council in its resolution 1736 (2006) and continued in subsequent resolutions. Interpretation functions for these personnel are of a continuing nature but are currently being performed by individual contractors on special service agreements, contrary to interpretation services in support of the United Nations police and the other military contingents of the Mission for which national posts have been approved. It is now proposed to establish 42 additional posts of Interpreter (national General Service) for the provision of interpretation services (in local languages, French and English) for these 1,666 military and police personnel at a ratio of 1 interpreter per 40 military or police personnel.

Property Control and Inventory Unit

National staff: Increase of 4 posts (establishment of 2 posts and redeployment of 2 posts)

United Nations Volunteers: Increase of 1 position

74. In the Property Control and Inventory Unit, it is proposed to redeploy two posts of Property Control and Inventory Assistant (national General Service) from the Mission Support Centre in Integrated Support Services, and to create three additional posts and position of Property Control and Inventory Assistant (2 national General Service and 1 United Nations Volunteer). The strengthening of the Unit is proposed as equipment inventory levels have increased following the deployment in 2005 of two additional military brigades to the Kivus as well as five formed police units. The additional posts would be deployed in Goma, Kisangani and Lubumbashi.

Administrative Services

International staff: Net increase of 9 posts (establishment of 10 posts and reclassification of 1 post)

National staff: Increase of 22 posts (redeployment of 10 posts, establishment of 11 posts and reclassification of 1 post) and 10 temporary positions

United Nations Volunteers: Increase of 9 positions and 10 temporary positions

75. In Administrative Services, it is proposed to reclassify 1 international post (Field Service) to 1 national post (national General Service), to redeploy 10 national

posts (national General Service) from the Integrated Support Services and to create 10 international posts (1 P-4 and 9 Field Service), 11 national posts (3 National Officers and 8 national General Service) and 9 positions of United Nations Volunteers. Of these additional 11 national posts, 5 are proposed to be established for functions of a continuing nature that are currently being performed by individual contractors on special service agreements. It is also proposed to create 20 temporary positions (10 national General Service and 10 United Nations Volunteers) for the 6-month period from July to December 2008 in support of the local elections.

Human Resources Section

International staff: Reclassification of 1 post

National staff: Increase of 12 posts (redeployment of 10 posts, establishment of 1 post and reclassification of 1 post)

76. In the Human Resources Section, it is proposed to reclassify 1 international post of Human Resources Assistant (Field Service) to 1 national post (national General Service), to redeploy 10 posts of Travel Assistant (national General Service) from the Movement Control Section in Integrated Support Services and to create a post of Human Resources Officer (National Officer). The redeployment of the 10 Travel Assistants (national General Service) from the Movement Control Section is proposed to regroup under the Human Resources Section the functions of processing and arranging staff travel outside the Mission area. The additional Human Resources Officer (National Officer) is required, owing to the fact that since July 2007 the Mission has been delegated the responsibility of calculating the lump-sum entitlements for family visits and home leave travel for the Mission's international staff.

Procurement Section

International staff: Establishment of 2 posts

77. In the Procurement Section, it is proposed to create a post of Information Technology Specialist (Field Service) to improve and extend the application of computer-based information systems in the Section, including Mercury, as recommended by the Procurement Task Force of the Office of Internal Oversight Services in order to strengthen the MONUC procurement functions. A post of Procurement Assistant (Field Service) is also proposed in order to reduce the backlog of obsolete and unserviceable property for disposal action, which has grown from 4 per cent of the total inventory value in 2006 to 6 per cent in 2007.

Finance Section

International staff: Establishment of 6 posts

National staff: Establishment of 8 posts

United Nations Volunteers: Increase of 6 positions

78. It is also proposed to strengthen the Finance Section, whose staffing level has remained largely unchanged since 2004/05 despite the establishment and the expansion of field offices and the increases in military, police and civilian staffing levels. These have resulted in a significant increase in the demand for financial support services. Consequently, the level and adequacy of the services provided to

MONUC staff and the vendors have been adversely affected. To rectify this situation and to improve the overall management of the Mission's financial accounts and transactions, it is proposed to decentralize a number of financial services to the regions and to strengthen the management of those activities that will remain under centralized control arrangements in Kinshasa. In Region East, all field offices will have responsibility for processing local vendor invoices and staff travel claims and the seven main offices (Bunia, Goma, Bukavu, Kalemie, Kindu, Lubumbashi and Entebbe) will also assume decentralized functions for payroll, limited cashier services and the payment of local vendors and staff claims. In Region West, although the field offices will also assume additional responsibilities for financial transactions and services, the relative proximity of these offices to Kinshasa will allow the main Finance Office in Kinshasa to continue providing centralized services for the region.

79. It is thus proposed to create 20 posts (1 P-4, 5 Field Service, 2 National Officers, 6 national General Service and 6 United Nations Volunteers) in the Finance Section, 9 of which (1 P-4, 3 Field Service, 2 national General Service and 3 United Nations Volunteers) would be deployed to Region East, 5 (1 Field Service, 1 National Officer, 1 national General Service and 2 United Nations Volunteers) to Region West and 6 (1 Field Service, 1 National Officer, 3 national General Service and 1 United Nations Volunteer) in the Finance Office in Kinshasa.

80. The nine posts for Region East would consist of: a Regional Finance Officer (P-4) to supervise all financial activities in the region; three Finance Assistants (Field Service) to be deployed in Bukavu, Bunia and Entebbe and enable those offices to assume responsibility for payroll services, vendor payments and expanded cashier functions; two Finance Clerks (national General Service) for the processing of vendor invoices and payments in Bunia and Bukavu, whose functions are currently being performed by individual contractors on special service agreements; and three Finance Assistants (United Nations Volunteers) to provide payroll and staff travel claim services in Bukavu, Bunia and Goma.

81. The five posts for Region West would consist of: one Finance Assistant (Field Service) for the processing of payroll and claims in Kisangani; one Finance Officer (National Officer) for the supervision of the Finance Office in Kindu, including payroll and invoice-processing functions; one Finance Clerk (national General Service) for the processing of vendor invoices and claims in Kananga; and two Finance Assistants (United Nations Volunteers) to provide payroll and staff travel claim services in Kananga and Mbandaka.

82. The six posts proposed for the Finance Office in Kinshasa would consist of: one Finance Assistant (Field Service) for the processing of vendor payments and invoices; three Finance Clerks (national General Service) for documentation archiving functions in the Accounts Unit, which are currently being performed by individual contractors on special service agreements; one Finance Officer (National Officer) to support the payroll unit; and one Finance Assistant (United Nations Volunteer) to review attendance sheets and supporting documentation.

Medical Section

International staff: Establishment of 2 posts

National staff: Establishment of 2 posts and increase of 10 temporary positions

United Nations Volunteers: Increase of 2 positions and 10 temporary positions

83. In the Medical Section, it is proposed to create six posts (2 Field Service, 2 national General Service and 2 United Nations Volunteers) consisting of two posts of Medical Nurse (Field Service), one post of Warehouse Assistant (national General Service), one post of Ambulance Driver (national General Service), one post of Medical Officer (United Nations Volunteer) and one post of Medical Equipment Technician (United Nations Volunteer).

84. The two posts of Medical Nurse (Field Service) would be required to support, with the existing two posts of Nurse (Field Service) in the two clinics in Kinshasa, the provision of 6-day-a-week on-call, 24-hour-a-day standby services. They would also monitor patients referred to external medical providers and administer the contractual payments for those services as well as the Medical Insurance Plan claims submitted by national staff, who are treated by local medical practitioners. The Warehouse Assistant (national General Service) would assist the Pharmacist in managing the Kinshasa medical warehouse, from which all medical equipment, pharmaceuticals and supplies are dispatched to clinics and military observer sites throughout the Mission area. The Ambulance Driver (national General Service) is required to provide, with the existing post of Ambulance Driver (national General Service staff) round-the-clock coverage in the Kinshasa Field Office. The Medical Officer (United Nations Volunteer) would be based in Uvira and would provide medical coverage to MONUC staff deployed in the southern areas of South Kivu, who are currently serviced by only one Medical Nurse or occasionally by the Medical Officer located in Bukavu. The Medical Equipment Technician (United Nations Volunteer) would receive, inspect and maintain equipment throughout the Mission area, functions which are currently provided by commercial contractors at sub-optimum standards, and would provide equipment maintenance training to the medical staff in the field clinics.

85. It is also proposed to create 10 temporary positions of Medical Officer (United Nations Volunteers) and 10 temporary positions of Medical Assistant (national General Service) for the 6-month period from July to December 2008 in support of the local elections. The incumbents would be deployed to various locations in the field to provide predeployment training to all electoral staff in the field, particularly in remote areas, on first-aid techniques, as well as medical services, including emergency medical services and medico-administrative services.

HIV/AIDS Unit

United Nations Volunteers: Increase of 1 position

86. In the formulation of the MONUC revised result-based-budgeting frameworks and the consequential reorganization of the various offices, the existing HIV/AIDS Unit, which was included under component 3 (civil society and human rights) in the 2007/08 period, is now proposed for inclusion under the support component, taking into account that it primarily performs support tasks of staff training and awareness on HIV/AIDS matters for all Mission personnel. It is also proposed to create a post

of Medical Officer (United Nations Volunteer) to assist the Policy Adviser in the development of training programmes, the preparation and analysis of statistical data and reports and the management of the Voluntary Counselling Service.

Integrated Support Services

International staff: Net increase of 47 posts (establishment of 50 posts, abolishment of 3 posts and reclassification of 5 posts) and increase of 40 temporary positions

National staff: Net increase of 323 posts (establishment of 337 posts and redeployment of 14 posts) and increase of 98 temporary positions

United Nations Volunteers: Increase of 13 positions and 100 temporary positions

87. In Integrated Support Services, it is proposed to reclassify 1 international post from the P-4 to the P-5 level, 3 posts from the P-3 to the P-4 level and 1 post from the P-2 to the P-3 level, to abolish 3 international posts (2 P-3 and 1 P-2), to redeploy 14 national posts (national General Service) to the Office of the Deputy Director of Mission Support and to Administrative Services and to create 50 international posts (1 P-4, 4 P-3, 3 P-2 and 42 Field Service), 337 national posts (national General Service) and 13 positions of United Nations Volunteers. Of the additional 337 national posts, 307 posts are proposed to be established for functions of a continuing nature that are currently being performed by individual contractors on special service agreements. It is also proposed to create 238 temporary positions (40 Field Service, 98 national General Service and 100 United Nations Volunteers) for the 6-month period from July to December 2008 in support of the local elections.

Mission Support Centre

International staff: Reclassification of 1 post and increase of 3 temporary positions

National staff: Redeployment of 2 posts and increase of 15 temporary positions

United Nations Volunteers: Increase of 6 temporary positions

88. In the Mission Support Centre (the former Joint Logistics Operations Centre), it is proposed to reclassify one post of Logistics Officer in the Entebbe Support Base from the P-3 to the P-4 level and to redeploy two national posts (national General Service) to the Property Control and Inventory Unit under the Office of the Deputy Director of Mission Support, as explained in paragraph 70 above. The Chief of the Entebbe Support Base, whose post is at the P-5 level, currently oversees 16 direct reporting units covering the full spectrum of administrative and logistics services. It is proposed to reduce this excessively wide span of responsibilities by grouping under the Logistics Officer at the P-4 level all technical and logistics support functions in the Entebbe Support Base, including the activities of the Aviation, Communications and Information Technology, Engineering, Movement Control, Property Management, Supply and Transport Sections in order to improve their synchronization and coordination.

89. It is also proposed to create 15 temporary positions (3 Field Service, 6 national General Service and 6 United Nations Volunteers) for the 6-month period from July to December 2008 in support of the local elections. Of the 15 posts 11 (2 Field Service, 5 national General Service and 4 United Nations Volunteers) would be deployed in offices where no Mission Support Centre staff are currently deployed,

comprising Bandundu, Mbandaka and Gemena. Kananga is the largest, single distribution centre where reinforcement of staff is required. Kamina will also require staffing reinforcement, as it is envisaged to be a medium-sized distribution centre. Four of the temporary positions (1 Field Service, 1 national General Service and 2 United Nations Volunteers) would be based in Kinshasa to assist with the planning, coordination and execution of electoral logistics support operations.

Supply Section

International staff: Reclassification of 4 posts and increase of 4 temporary positions

National staff: Establishment of 20 posts and increase of 2 temporary positions

United Nations Volunteers: Increase of 3 positions and 7 temporary positions

90. In the Supply Section, it is proposed to reclassify the post of Chief of the General Supply Unit from the P-3 to the P-4 level, to reclassify 3 posts (2 P-3 and 1 P-2) to the Field Service level and to create 23 posts and positions (20 national General Service and 3 United Nations Volunteers).

91. The reclassification of the post of the Chief from the P-3 to the P-4 level is proposed to reflect the increasing volume and complexity of the supply operations in MONUC, which require expertise in supply chain management. The incumbent would oversee the operations of 2 mission support warehouses and 14 field office stores, identify consumption patterns, develop optimum and maximum stock levels and reordering points for each warehouse and store and would plan requisition and delivery times.

92. It is also proposed to reclassify three posts of Fuel Assistant (2 P-3 and 1 P-2) to the Field Service level for the effective utilization of the Mission Electronic Fuel Accounting System to enhance accountability and the monitoring of fuel consumption by United Nations and contingent-owned vehicles and generators.

93. It is also proposed to establish 20 national posts (national General Service) for functions of a continuing nature that are currently being performed by individual contractors on special service agreements, as follows: 14 Supply and Fuel Assistants to be deployed in Kamina, Lubumbashi, Manono, Beni, Kindu and Aru; 2 Administrative Clerks in Kinshasa; 2 Data Entry Clerks to enhance accountability for the consumption of composite rations by troops on deployment and rotation and to track and monitor the consumption of expendable items; and 4 Supply Assistants for the retail outlets that have been established in the major office locations in Kinshasa to provide general stores and supplies directly to clients, thereby avoiding unnecessary travel to the centralized warehouse.

94. It is also proposed to create three positions of Rations and Fuel Assistants (United Nations Volunteers) to improve the delivery of fuel in Kigoma and of rations to the military contingents in Kamina.

95. Finally, it is also proposed to create 13 temporary positions (4 Field Service, 2 national General Service and 7 United Nations Volunteers) for the 6-month period from July to December 2008 in support of the local elections. These additional temporary positions will be required in view of the projected increase in requirements for the delivery of aviation fuel to several locations across the country that will result from air operations related to the movement of electoral staff and the distribution of electoral material.

Engineering Section

International staff: Establishment of 10 posts and increase of 4 temporary positions

National staff: Establishment of 177 posts and increase of 12 temporary positions

United Nations Volunteers: Increase of 3 positions

96. It is proposed to create 10 international posts (Field Service) to address existing shortfalls in the management of the Mission's assets and expendable supplies as follows: 3 Asset Managers in Bunia, Goma and Bukavu; 2 Electrical Supervisors in Bunia and Goma; 3 Works Supervisors in Beni, Uvira and Kamina; and 2 Civil Engineering Supervisors in Kinshasa and Bunia.

97. A total of 177 national posts (national General Service) are proposed to be established for functions of a continuing nature that are currently being performed by daily casual labourers, as follows: 28 Water Treatment Technicians, 62 Water Bottling Technicians and 87 Electrical and Generator Technicians.

98. It is also proposed to create 19 temporary positions (4 Field Service, 12 national General Service and 3 United Nations Volunteers) for the 6-month period from July to December 2008 in support of the local elections, needed to develop sites in support of the elections, including site preparation, erection of tents, prefabricated units and ablution units, power supply and distribution and site maintenance including disposal of waste.

Geographic Information Systems Cell

International staff: Establishment of 4 posts

National staff: Establishment of 4 posts

99. In the Geographic Information Systems Cell, it is proposed to create eight posts (2 P-3, 2 P-2 and 4 national General Service) to support the expansion of the Cell in Bunia and the proposed establishment of the Cell's presence in Kisangani, Goma and Bukavu to enable the provision of a more extensive and responsive service to military units based in the eastern part of the Democratic Republic of the Congo. The proposed posts would consist of two Geographic Information Officers (P-3), two Associate Geographic Information Officers (P-2) and four Geographic Information Assistants (national General Service).

Facilities and Camp Management Unit

National staff: Establishment of 11 posts

100. In the Facilities and Camp Management Unit, it is proposed that 11 national posts (national General Service) be established for Site Supervisors/Heavy-Vehicle Drivers for functions of a continuing nature that are currently being performed by daily casual labourers.

Communications and Information Technology Section

International staff: Establishment of 1 post

National staff: Establishment of 6 posts and increase of 24 temporary positions

United Nations Volunteers: Increase of 3 positions and 24 temporary positions

101. In the Communications and Information Technology Section, it is proposed to create 10 posts and positions (1 Field Service, 6 national General Service and 3 United Nations Volunteers).

102. Three of these posts and positions, consisting of one Workshop Supervisor (Field Service), one Technician (United Nations Volunteer) and one Stores Inventory Assistant (national General Service) are proposed for the establishment of a small workshop in the Entebbe Support Base to perform equipment inspections, routine maintenance and minor repairs in Entebbe in lieu of the current practice of sending all unserviceable communications equipment to Kinshasa for inspections and repairs.

103. One position of Alternate Energy Technician (United Nations Volunteer) is also proposed to strengthen the Mission's capacity to undertake all inspections, maintenance and repairs of the uninterrupted power supply systems, inverters and associated equipment deployed throughout the western Democratic Republic of the Congo as well as 1 position of Mail and Pouch Technician (United Nations Volunteer) to assist in the supervision of the 17 national staff performing reproduction tasks and the distribution of incoming and outgoing mail to 11 office locations in Kinshasa.

104. It is further proposed to establish five national posts (national General Service) for functions of a continuing nature that are currently being performed by daily casual labourers as follows: three Stores Assistants in Goma and Lubumbashi, one Administrative Clerk in Bunia and one Mail and Pouch Clerk in Kinshasa.

105. Finally, it is also proposed to create 48 temporary positions (24 national General Service and 24 United Nations Volunteers) for the 6-month period from July to December 2008 in support of the local elections. These would consist of 24 Radio Technicians (12 national General Service and 12 United Nations Volunteers) and 24 Information Technology Technicians (12 national General Service and 12 United Nations Volunteers) to support the remote locations of the Centre local de compilation des résultats/Bureau de réception et de traitement des candidatures. The Radio Technicians will be deployed in various locations during the elections, including in Kinshasa, Bandundu, Mbandaka, Gemena, Kisangani, Bunia, Beni, Bukavu, Kalemie, Kindu, Lubumbashi, Kamina and Kananga.

Movement Control Section

International staff: Establishment of 12 posts

National staff: Net increase of 4 posts (establishment of 14 posts and redeployment of 10 posts)

United Nations Volunteers: Increase of 3 positions and 15 temporary positions

106. In the Movement Control Section, it is proposed to redeploy 10 posts of Travel Assistant (national General Service) to the Human Resources Section under Administrative Services, as explained in paragraph 76, and to create 29 posts and positions (1 P-4, 11 Field Service, 14 national General Service and 3 United Nations Volunteers).

107. Five of these proposed posts and positions, consisting of one Transport Officer (Field Service), one Transport Assistant (United Nations Volunteer) and three Heavy-Vehicle Drivers (national General Service) are proposed for the

establishment of a third heavy-vehicle team in Entebbe to enhance the capacity of the Heavy-Vehicle Transport Unit to move cargo from Entebbe to MONUC installations throughout the eastern part of the Democratic Republic of the Congo in lieu of the use of commercial freight forwarding contractors or air transportation. It is estimated that the addition of the third team would achieve savings of approximately $1.2 million in the 2008/09 period.

108. Two of the proposed additional posts, consisting of two Quality Assurance Assistants (Field Service), are proposed for the establishment of a Quality Assurance and Standardization Unit, which would be headed by a Movement Control Officer (P-3) from the approved staffing establishment of the Mission. The Unit would streamline and standardize procedures and develop and conduct training programmes to ensure strict compliance by the Mission's 23 movement control offices with safety and operating regulations. The Unit would also be the focal point for the receipt, compilation and analyses of reports under the Quality Assurance Surveillance Programme in order to evaluate the performance of the contractors and their compliance with safety and contractual requirements.

109. Three of the proposed additional posts, one Movement Control Manager (Field Service) and two Movement Control Clerks (national General Service), are required to augment the support capacity in the operation of the transit camp in Bujumbura, which supports the Mission's rotation of 3,500 troops and regular flights.

110. Thirteen of the proposed additional posts, consisting of two Movement Control Managers (Field Service), nine Movement Control Clerks (national General Service) and two Movement Control Assistants (United Nations Volunteers) are required to strengthen a number of offices which do not currently have adequate support from the Section, causing workload capacity issues, airfield safety issues, undue stress to staff and a decrease in overall efficiency. These offices are located in Matadi, Mbuji-Mayi, Bandundu, Kamina and Manono. Two of the nine posts of Movement Control Clerks (national General Service) are proposed to be established for functions of a continuing nature that are currently being performed by individual contractors on special service agreements.

111. Six of the proposed additional posts (1 P-4 and 5 Field Service) are proposed to be established to strengthen the provision of centralized services from Kinshasa. They consist of a Mission Planning/Operations Officer (P-4), a Traffic and Shipping Assistant (Field Service) and a Passenger Booking Assistant (Field Service) to improve the planning, processing and monitoring of the movement of approximately 250,000 passengers and 46,000 tons of cargo per year, a Dangerous Goods Inspector (Field Service) to monitor and conduct the movement of dangerous goods throughout the Mission area and two Movement Control Assistants (Field Service) for the monitoring of the rotations of troops.

112. Finally, it is also proposed to create 25 temporary positions (10 Field Service and 15 United Nations Volunteers) for the 6-month period from July to December 2008 in support of the local elections. The incumbents would support the increased passenger and cargo movement activity resulting from the support to the elections in Kinshasa, Entebbe and in the field offices of Gemena, Kananga, Bukavu, Kamina and Bandundu as well as in Johannesburg. A Movement Control position for Johannesburg is proposed on the basis of the projection that a large quantity of electoral materials, including ballots, will be sourced and shipped from South Africa. The incumbent would provide advice on packing requirements and assist in

the prioritization of shipments and monitor and supervise the initial transportation of materials when delivery begins from South Africa.

Transport Section

International staff: Establishment of 2 posts

National staff: Establishment of 92 posts and increase of 42 temporary positions

United Nations Volunteers: Increase of 14 temporary positions

113. In the Transport Section, it is proposed to create two posts of Motor Transport Officers (Field Service): one for Region West to be located in Mbandaka to improve the control of a fleet of 90 vehicles and to supervise vehicle maintenance operations at the sub-offices of Gbadolite, Lisala, Boende, Gemena and Basankusu; and one for Region East to be based in Kindu to improve the control of a fleet of 80 vehicles, including specialized airfield services vehicles.

114. It is also proposed to create 92 posts of Driver/Mechanic (national General Service), whose continuing functions are currently being performed by daily casual labourers. These posts would be located at different locations throughout the Mission area.

115. Finally, it is also proposed to create 56 temporary positions (42 national General Service and 14 United Nations Volunteers) for the 6-month period from July to December 2008 in support of the local elections and the increased transportation activities that will be required, including planning and maintenance, at Kinshasa, Bunia, Bukavu, Beni, Goma, Kamina, Kananga, Kindu, Lubumbashi, Matadi and Mbandaka, as well as ad hoc distribution centres for electoral materials.

Aviation Section

International staff: Net increase of 14 posts (establishment of 14 posts and reclassification of 2 posts) and increase of 19 temporary positions

National staff: Establishment of 9 posts and increase of 12 temporary positions

United Nations Volunteers: Increase of 31 positions

116. In the Aviation Section, it is proposed to reclassify the post of Chief of the Mission's Operations Centre from the P-3 to the P-4 level, as well as the post of Chief of the Quality Assurance and Standardization Unit from the P-2 to the P-3 level. It is also proposed to establish 23 posts (1 P-3, 1 P-2, 12 Field Service and 9 national General Service).

117. The reclassification of the post of Chief of the Mission's Operations Centre from the P-3 to the P-4 level is proposed to reflect the magnitude, scope and complexity of the planning, coordination and operational tasking responsibilities of the post, which include oversight and coordination of 11 international staff. The reclassification of the post of Chief of the Quality Assurance and Standardization Unit from the P-2 to the P-3 level is proposed as the responsibilities of the post for the management of two complex aviation quality assurance surveillance programmes have significantly increased with the commencement of new commercial arrangements for the provision of airfield services in October 2007.

118. Of the 23 proposed additional posts, 18 posts (10 Field Service and 8 national General Service) are required to allow for the conduct of air operations in 2 shifts of 9 hours each, 6 days per week, at the major airfields in Kinshasa, Kisangani, Bunia, Goma, Bukavu, Kalemie and Entebbe. The strengthening of the Section in these locations is also proposed in order to improve the safety and security of the aviation operations of the Mission and in order to comply with specifications of the International Civil Aviation Organization on duty-hour limitations of flight operations personnel. These additional posts would consist of two Flight Following Officers (Field Service), five Planning Officers (Field Service), two Air Terminal Officers (Field Service), one Technical Compliance Officer (Field Service), six Air Terminal Assistants (national General Service), one Flight Following Assistant (national General Service) and one Technical Compliance Assistant (national General Service).

119. One post of Air Planning Officer (P-3) is also proposed to be located in Kisangani to improve the coordination with the Aviation Operations Centre in Kinshasa on safety, financial and technical matters related to the military air operations in the eastern Democratic Republic of the Congo. The incumbent would be co-located with the military aviation staff.

120. Three additional posts (1 P-2, 1 Field Service and 1 national General Service) are also proposed at Kinshasa headquarters as follows: one Associate Air Operations Officer (P-2) for the Quality Assurance and Standardization Unit to conduct inspections and risk mitigation surveys of all airfield operations; and one Aviation Training Officer (Field Service) to manage induction and familiarization training for new staff and contracted aircrew, to maintain aviation certification records for technical staff and to coordinate aviation workshops and seminars; and one Budget Assistant (national General Service) to improve the monitoring and tracking of financial obligations.

121. It is also proposed to create 62 temporary positions (19 Field Service, 12 national General Service and 31 United Nations Volunteers) for the 6-month period from July to December 2008 in support of the deployment of the additional aircraft (6 fixed-wing and 29 rotary-wing) required for the local elections. The additional posts would be located at Kinshasa headquarters and the air regions of Mbandaka, Kisangani, Kananga, Kalemie, Kindu, Goma, Bukavu, Bunia, Entebbe, and Lubumbashi.

Contingent-owned Equipment and Property Management Section

International staff: Establishment of 4 posts

National staff: Establishment of 2 posts

United Nations Volunteers: Increase of 4 positions

122. In order to improve operational effectiveness and to avoid duplication of functions, it is proposed to consolidate the Contingent-owned Equipment Section (25 approved posts and positions in 2007/08) and the Property Management Section (69 approved posts and positions in 2007/08) into one combined and strengthened Contingent-owned Equipment and Property Management Section, which would include the Receiving and Inspection Unit, the Warehousing Unit and the Asset Disposal Unit.

123. In that context, it is proposed to reclassify the post of Chief Property Management Officer from the P-4 to the P-5 level. It is also proposed to strengthen the new combined Section by creating 10 posts and positions (1 P-3, 3 Field Service, 2 national General Service and 4 United Nations Volunteers).

124. The 10 additional posts and positions would consist of: one Administrative Assistant (Field Service) to assist the Chief Property Management Officer; one Contingent-owned Equipment Team Leader (Field Service), one Contingent-owned Equipment Database Manager (Field Service) and one Contingent-owned Equipment Inspector (United Nations Volunteer) to be deployed in Katanga; one Chief Property Disposal Officer (P-3) in Kinshasa, assisted by one Data Entry Clerk (national General Service), to oversee three additional Property Disposal Teams to be based in Kisangani, Bunia and Bukavu, which would require three additional Property Disposal Assistants (United Nations Volunteers) and one additional Property Disposal Clerk (national General Service). The three additional Property Disposal Teams would help reduce the backlog of non-expendable equipment pending disposal, which rose from 4 per cent of total inventory in 2006 to 6 per cent in 2007, with up to 47 per cent of assets pending disposal for more than one year.

II. Planning assumptions and financial resources

A. Planning assumptions

1. Overall

125. The military resources and related activities of MONUC will continue to be concentrated in the Ituri District and in the provinces of North Kivu, South Kivu and Katanga, where the concentration of the security problems, as well as of the remaining caseloads for the disarmament, demobilization and repatriation of foreign armed groups and for the disarmament, demobilization and reinsertion of Congolese fighters are located. The Mission's offices in Ituri and in the North and South Kivus will be provided with additional resources for conflict resolution, confidence-building and coordination with the United Nations country team and other partners of targeted short-term peacebuilding stabilization programmes as a prelude to the MONUC transition and drawdown. The Mission will also provide short-term basic training to integrated brigades of the Congolese army in the eastern part of the Democratic Republic of the Congo. A forward operating base will be required in the remote northeastern Democratic Republic of the Congo in order to support the MONUC territorial security mandate. MONUC will also provide assistance in the organization, preparation and conduct of the local elections through the provision of advice, technical assistance and logistical support. MONUC structures are likely to evolve and downsize as mandated tasks, including support to the local elections, are completed and benchmarks for a gradual drawdown and transfer to post-peacekeeping arrangements are achieved.

126. Owing to the vast geographical size of the Democratic Republic of the Congo, and the lack of road infrastructure within the critical areas of Mission operations, intensive air support will continue to be a major requirement, especially given the logistical support to be provided to support the local elections. Nevertheless, road transportation, where feasible, will be increasingly used, in particular to support activities in the eastern Democratic Republic of the Congo. Finally, an information

technology/communications workshop will be established at the Entebbe Support Base to provide more responsive and timely support to the eastern region.

127. In accordance with organizational policy, the Mission seeks to regularize, in the 2008/09 period the staffing of the Joint Operations Centre, established in 2006, through the redeployment of posts and the proposed establishment of additional posts.

128. The establishment of a stable security environment in the Democratic Republic of the Congo has notable regional implications. In this connection, MONUC will continue to maintain liaison offices in Pretoria, Kigali and Kampala, and has established a dedicated regional relations capacity with the Political Affairs Division. The Special Representative of the Secretary-General continues to promote periodic meetings with neighbouring peacekeeping missions, political missions, and integrated offices in the Sudan, Chad, the Central African Republic, and Burundi. The Mission, with the other signatories, will also facilitate and monitor the implementation of the Nairobi Joint Communiqué of 9 November 2007. Initiatives will be continued to promote the use of the MONUC Entebbe Support Hub as a shared resource for other United Nations operations in the region.

129. In the light of the increased emphasis on security sector reform in its new mandate under Security Council resolution 1756 (2007), and looking towards the eventual drawdown and transfer to a post-peacekeeping United Nations presence, MONUC, through its Integrated Office, has incorporated its plans and activities into the country assistance framework, a common strategic framework incorporating the United Nations country team, international financial institutions and 19 bilateral donors into a common strategic approach for assistance to the Democratic Republic of the Congo under the aegis of the national Poverty Reduction Strategy Paper for 2007-2010 and the associated government programme. An integrated mission planning team has also been formed, pursuant to the integrated mission planning process, to intensify coordination with the United Nations country team, including preparation and management of the MONUC mandate implementation plan, with a view to the Mission's eventual downsizing, transition and handover to a post-MONUC presence in the Democratic Republic of the Congo.

2. Efficiency gains

130. The cost estimates for the period from 1 July 2008 to 30 June 2009 take into account the following efficiency initiatives:

(Thousands of United States dollars)

Category	*Amount*	*Initiative*
Facilities and infrastructure	248.2	Improved management of the Mission's holdings of consumables leading to a reduction in the acquisition of stationery and office supplies from $25 per person per month in 2007/08 to $15 in 2008/09
Air transportation	20 434.5	Reconfiguration of the fleet of aircraft, modification of the charter contracts and review of the flight routes to better meet the operational requirements of the Mission, resulting in a reduction of 1 fixed-wing aircraft and 7,429 flight hours compared to the 2007/08 period

Category	*Amount*	*Initiative*
Communications	569.5	Implementation of Mission stock ratios to reduce the level of strategic holdings and requirements for spare parts
Information technology	400.5	Implementation of Mission stock ratios to reduce the level of strategic holdings and requirements for spare parts
Other supplies, services and equipment	1 280.9	Further increase of the use of surface transportation, including the use of the Mission's heavy vehicles in the eastern part of the Democratic Republic of the Congo, to reduce commercial freight costs
Total	**22 933.6**	

3. Vacancy factors

131. The cost estimates for the period from 1 July 2008 to 30 June 2009 take into account the following vacancy factors:

(Percentage)

Category	*Actual 2006/07*	*Budgeted 2007/08*	*Projected 2008/09*
Military and police personnel			
Military observers	4	3	6
Military contingents	2	3	2
United Nations police	18	10	32
Formed police units	< 1	—	—
Civilian personnel			
International staff	15	17	17
National staff	7	10	6
United Nations Volunteers	6	10	5
Temporary positions[a]	36	—	11

[a] Funded under general temporary assistance.

132. The vacancy rate for international staff is projected to remain at 17 per cent, as although the Mission recruits an average of 30 new staff each month, it experiences a high turnover rate of around 25 staff members leaving the Mission every month. Taking into account that more than one third of MONUC civilian staff have served in the Mission for more than four years, a large number of the staff continue to seek opportunities for assignments to other offices or operations that are deployed in duty stations with less hazardous conditions. On average, 20 staff members serving in MONUC are selected for posts in other offices or missions every month.

B. Financial resources

1. Overall

(Thousands of United States dollars. Budget year is 1 July to 30 June.)

Category	Expenditures (2006/07) (1)	Apportionment (2007/08) (2)	Cost estimates (2008/09) (3)	Variance Amount (4)=(3)-(2)	Variance Percentage (5)=(4)÷(2)
Military and police personnel					
Military observers	44 369.5	44 618.2	43 095.8	(1 522.4)	(3.4)
Military contingents	359 741.8	392 811.5	389 467.9	(3 343.6)	(0.9)
United Nations police	18 214.7	20 841.8	16 135.8	(4 706.0)	(22.6)
Formed police units	17 197.2	18 388.2	17 655.2	(733.0)	(4.0)
Subtotal	**439 523.2**	**476 659.7**	**466 354.7**	**(10 305.0)**	**(2.2)**
Civilian personnel					
International staff	146 696.9	149 854.1	157 450.1	7 596.0	5.1
National staff	28 125.8	32 666.6	44 770.4	12 103.8	37.1
United Nations Volunteers	28 195.8	21 467.5	31 473.3	10 005.8	46.6
General temporary assistance[a]	8 008.2	1 849.8	9 783.7	7 933.9	428.9
Subtotal	**211 026.7**	**205 838.0**	**243 477.5**	**37 639.5**	**18.3**
Operational costs					
Government-provided personnel	—	—	—	—	—
Civilian electoral observers	—	—	—	—	—
Consultants	899.3	317.2	855.1	537.9	169.6
Official travel	7 271.6	4 154.0	8 459.2	4 305.2	103.6
Facilities and infrastructure	94 898.2	93 000.6	93 909.6	909.0	1.0
Ground transportation	18 552.8	21 785.4	20 810.4	(975.0)	(4.5)
Air transportation	239 476.4	230 553.2	274 082.9	43 529.7	18.9
Naval transportation	2 023.9	1 963.4	1 734.4	(229.0)	(11.7)
Communications	28 735.1	32 865.2	32 740.5	(124.7)	(0.4)
Information technology	6 923.7	8 247.3	9 035.6	788.3	9.6
Medical	14 519.4	17 657.8	18 976.4	1 318.6	7.5
Special equipment	5 486.4	6 452.0	6 676.8	224.8	3.5
Other supplies, services and equipment	14 792.1	12 245.7	13 259.2	1 013.5	8.3
Quick-impact projects	999.1	1 000.0	1 000.0	—	—
Subtotal	**434 578.0**	**430 241.8**	**481 540.1**	**51 298.3**	**11.9**
Gross requirements	**1 085 127.9**	**1 112 739.5**	**1 191 372.3**	**78 632.8**	**7.1**
Staff assessment income	19 985.5	20 989.1	24 073.3	3 084.2	14.7
Net requirements	**1 065 142.4**	**1 091 750.4**	**1 167 299.0**	**75 548.6**	**6.9**
Voluntary contributions in kind (budgeted)[b]	2 858.0	2 914.8	3 426.9	512.1	17.6
Total requirements	**1 087 985.9**	**1 115 654.3**	**1 194 799.3**	**79 145.0**	**7.1**

[a] Reflects the realignment of the cost of temporary positions funded under general temporary assistance from operational to civilian personnel costs.

[b] Represents contribution from Fondation Hirondelle in support of MONUC radio broadcasting services.

2. Non-budgeted contributions

133. The estimated value of non-budgeted contributions for the period from 1 July 2008 to 30 June 2009 is as follows:

(Thousands of United States dollars)

Category	*Estimated value*
Status-of-forces agreement[a]	1 098.6
Total	**1 098.6**

[a] Represents the estimated rental value of field offices headquarters, troop accommodation, logistics bases, and airfields and terminals in Kinshasa, Bukavu, Goma, Kalemie, Kindu, Kisangani, Mbandaka, the Ituri region, Kananga, Kasese (Uganda) and Kigoma (United Republic of Tanzania).

3. Training

134. The estimated resource requirements for training for the period from 1 July 2008 to 30 June 2009 are as follows:

(Thousands of United States dollars)

Category	*Estimated amount*
Consultants	
Training consultants	855.1
Official travel	
Official travel, training	2 799.5
Other supplies, services and equipment	
Training fees, supplies and services	705.2
Total	**4 359.8**

135. The number of participants planned for the period from 1 July 2008 to 30 June 2009 compared to previous periods is as follows:

(Number of participants)

	International			*National staff*			*Military and police personnel*		
	Actual 2006/07	*Planned 2007/08*	*Proposed 2008/09*	*Actual 2006/07*	*Planned 2007/08*	*Proposed 2008/09*	*Actual 2006/07*	*Planned 2007/08*	*Proposed 2008/09*
Internal	1 600	1 714	2 187	1 343	3 500	6 467	0	0	450
External[a]	84	150	305	6	7	35	5	2	2
Total	**1 684**	**1 864**	**2 492**	**1 349**	**3 507**	**6 502**	**5**	**2**	**452**

[a] Includes United Nations Logistics Base and outside the mission area.

136. Training will be provided to the civilian personnel of the Mission in the following main areas: rule of law, human rights, civil affairs, disarmament, demobilization and reinsertion, communications and information technology,

security, personnel and training management, language classes, procurement, ground transportation, supply, contracts management, medical care, HIV/AIDS issues, engineering, property and inventory management, movement control, aviation safety, aviation operations, conduct and discipline, finance and budget management, personnel management, and management skills. Training will be provided to the military and police personnel of the Mission mainly on local languages and United Nations official languages.

4. Quick-impact projects

137. The estimated resource requirements for quick-impact projects for the period from 1 July 2008 to 30 June 2009 compared to previous periods are as follows:

(Thousands of United States dollars)

Period	*Amount*	*Number of projects*
1 July 2006 to 30 June 2007 (actual)	999.1	133
1 July 2007 to 30 June 2008 (approved)	1 000.0	—
1 July 2008 to 30 June 2009 (proposed)	1 000.0	125

138. Based on a detailed review and assessment of requirements, the Mission has determined that there continues to be a need for quick-impact projects to ensure and enhance the relationship between the Mission and the local communities. In the short- to medium-term, the aim of the quick-impact projects programme is to demonstrate progress in the national recovery process, improved access to rural and remote areas, support to the functioning of the rule of law, provincial authorities and civil society and the creation of short-term employment opportunities in vulnerable communities. These programmes will facilitate the creation of an enabling environment for the Government of the Democratic Republic of the Congo to implement its poverty reduction strategy by providing tangible benefits to a population that expects to see immediate gains.

139. The resource requirements are for quick-impact projects aimed at improving local medical educational and sanitation infrastructure, providing equipment and developing short-term employment-generating projects in support of peacebuilding and political stability, the rule of law and human rights, the protection of and support to vulnerable groups, improving civil-military cooperation, as well as increasing access to basic services, particularly in rural and remote areas where United Nations agencies, funds and programmes, donors or non-governmental organizations do not have access.

5. Disarmament, demobilization and reinsertion and disarmament, demobilization, repatriation, reinsertion and resettlement

140. The estimated resource requirements for disarmament, demobilization and reinsertion and for disarmament, demobilization, repatriation, reinsertion and resettlement for the period from 1 July 2008 to 30 June 2009 are as follows:

(Thousands of United States dollars)

Category	*Estimated amount*
Facilities and infrastructure	
Rental of premises	33.0
Utilities	114.0
Ground transportation	
Rental of vehicles	38.4
Petrol, oil and lubricant	5.1
Medical	
Medical supplies	18.0
Medical services	12.0
Other supplies, services and equipment	
Printing and reproduction	25.0
Other services (sensitizers)	180.0
Rations	84.0
Total	**509.5**

141. The resource requirements represent operational costs in respect of the demobilization of the remaining 201,893 disarmed Congolese ex-combatants as well as of 2,500 children in armed groups and the repatriation to their countries of origin of the 6,000 foreign ex-combatants remaining in the eastern part of the Democratic Republic of the Congo. They would be used for the short-term rental of land and of up to six basic temporary assembly areas to receive the ex-combatants and their dependants as well as of offices for MONUC civilian personnel administering the programmes, related utilities, the leasing of trucks for the transportation of the remaining ex-combatants in Goma to their countries of origin, food and water for seven days per person, as well as medical assistance, services and supplies for the ex-combatants, in particular women, dependants and children, and the production of pamphlets/leaflets in national languages and the short-term hiring of national interpreters/sensitizers for sensitization on disarmament, demobilization and repatriation. The outputs related to the implementation by MONUC of the disarmament, demobilization and reintegration programme are shown in frameworks component 1, stable security environment, and the outputs related to the disarmament, demobilization, repatriation, reinsertion and resettlement programme are shown in frameworks component 2, territorial security of the Democratic Republic of the Congo.

6. Mine detection and mine-clearing services

142. The estimated resource requirements for mine detection and mine-clearing services for the period from 1 July 2008 to 30 June 2009 are as follows:

(Thousands of United States dollars)

Category	*Estimated amount*
Other supplies, services and equipment	
Mine detection and mine-clearing services	3 568.8
Total	**3 568.8**

143. The resource requirements represent the contractual costs of services rendered by the United Nations Office for Project Services in respect of assisting the Government of the Democratic Republic of the Congo in enhancing its de-mining capacity. The services would include the survey of deployment sites, supply routes and airfields for mines, and unexploded devices and their clearance of such devices, ensuring the coherence of mine-action activities in the country through monthly coordination meetings with national authorities, international and national non-governmental organizations, contractors, United Nations agencies, funds and programmes advocating the implementation of the Anti-Personnel Mine Ban Treaty, conducting a public information campaign on mine risk education through broadcasts on local radio stations and Radio Okapi and the publication of newsletters advising the Government of the Democratic Republic of the Congo on the development of a national mine action structure and on the promulgation of national legislation on mine action and training of a national mine action senior management team.

7. Contingent-owned equipment: major equipment and self-sustainment

144. Requirements for the period from 1 July 2008 to 30 June 2009 are based on standard reimbursement rates for major equipment (wet-lease) and self-sustainment in the total amount of $144,302,200 as follows:

(Thousands of United States dollars)

Category	*Estimated amount*
Major equipment	
Military contingents	63 277.8
Formed police units	3 668.8
Subtotal	**66 946.6**
Self-sustainment	
Facilities and infrastructure	39 994.2
Communications	16 764.3
Medical	13 920.3
Special equipment	6 676.8
Subtotal	**77 355.6**
Total	**144 302.2**

Mission factors	*Percentage*	*Effective date*	*Last review date*
A. Applicable to Mission area			
Extreme environmental condition factor	1.8	1 January 2004	—
Intensified operational condition factor	1.3	1 January 2004	—
Hostile action/forced abandonment factor	3.1	1 January 2004	—
B. Applicable to home country			
Incremental transportation factor	0.5-3.5		

III. Analysis of variances[1]

Reference

The present section describes the single largest contributing factor of each resource variance according to specific standard options encompassed in the four standard categories listed below:

- **Mandate**: variances caused by changes in the scale or scope of the mandate, or changes in the expected accomplishments as driven by the mandate
- **External**: variances caused by parties or situations external to the United Nations
- **Cost parameters**: variances caused by United Nations regulations, rules and policies
- **Management**: variances caused by management actions to achieve planned results more effectively (e.g., by reprioritizing or adding certain outputs) or efficiently (e.g., by taking measures to reduce personnel or operational inputs while maintaining the same level of outputs) and/or from performance-related issues (e.g., by having underestimated the costs or quantities of inputs required to produce a certain level of outputs, or by delayed recruitment)

	Variance	
Military observers	($1 522.4)	(3.4%)

- **Management: reduced inputs and outputs**

145. The reduced requirements are attributable primarily to the application of a 6 per cent vacancy factor to the cost estimates, based on the latest deployment figures, compared to a 3 per cent vacancy factor for the 2007/08 period.

[1] Resource variance amounts are expressed in thousands of United States dollars. Analysis is provided for variances of at least plus or minus 5 per cent or $100,000.

	Variance	
Military contingents	($3 343.6)	(0.9%)

• **External: reduced inputs and same outputs**

146. The variance is attributable primarily to reduced requirements for travel on emplacement, rotation and repatriation of the military contingents based on recent actual travel costs. The estimates include a provision of $206,000 for 20,000 person-days of reserve packs in support of elements of FARDC participating in joint operations with MONUC.

	Variance	
United Nations police	($4 706.0)	(22.6%)

• **Management: reduced inputs and outputs**

147. The variance results mainly from the application of a 32 per cent vacancy factor to the cost estimates, based on the current deployment patterns, compared with a 10 per cent vacancy factor for the 2007/08 period.

	Variance	
Formed police units	($733.0)	(4.0%)

• **Management: reduced inputs and outputs**

148. The variance is attributable mainly to lower estimated reimbursements for contingent-owned equipment resulting from the application of a 10 per cent factor to the cost estimates to take into account unserviceability and non-deployment of equipment, based on verification reports certified for the 2006/07 period.

	Variance	
International staff	$7 596.0	5.1%

• **Management: additional inputs and outputs**

149. The additional requirements are attributable principally to the proposed establishment of 56 additional international posts. The estimates reflect the application of average salary costs derived from actual expenditure in the 2006/07 period.

	Variance	
National staff	$12 103.8	37.1%

• **Management: additional inputs and outputs**

150. The variance is attributable primarily to the proposed establishment of 568 additional national posts, comprising 22 National Officers and 546 national General Service staff.

	Variance	
United Nations Volunteers	$10 005.8	46.6%

• **Management: additional inputs and outputs**

151. The variance is attributable primarily to the higher average monthly strength, which takes into account the proposed deployment of 191 additional United Nations Volunteer positions, including 162 temporary positions in support of the local elections. The estimates reflect the application of a lower vacancy factor of 5 per cent to the estimates, based on current deployment patterns, compared with 10 per cent for the 2007/08 period.

	Variance	
General temporary assistance	$7 933.9	428.9%

• **Management: additional inputs and outputs**

152. The additional requirements result mainly from the proposed deployment of a total of 204 additional temporary positions, comprising 96 international positions and 108 national positions, which would be required to support the conduct of local elections.

	Variance	
Consultants	$537.9	169.6%

• **Management: additional inputs and outputs**

153. The variance is attributable primarily to additional requirements for the conduct of training by consultants in the areas of aviation safety, human resources management, HIV/AIDS, security operations, movement control and language classes.

	Variance	
Official travel	$4 305.2	103.6%

• **Management: additional inputs and outputs**

154. The variance is attributable primarily to additional requirements for within-Mission travel, based on recent actual experience in the conduct of the elections held in the 2006/07 period, and taking into account projected travel requirements to support local elections throughout the country.

	Variance	
Facilities and infrastructure	$909.0	1.0%

• **Management: increased inputs and outputs**

155. The variance is attributable mainly to requirements for the acquisition of accommodation units, rub-halls, containers, tents and generators to complete the installation of hard-wall accommodation facilities for troops deployed in the Ituri Region, the North and South Kivus, as well as for the replacement of old/damaged

equipment and for the requirement to resurface the Goma airfield for safety purposes.

	Variance	
Ground transportation	($975.0)	(4.5%)

- **Management: reduced inputs and same outputs**

156. The variance is due mainly to reduced requirements for liability insurance costs resulting from the fact that, although required by national laws and therefore taken into account in the cost estimates for the 2007/08 period, vehicle insurance coverage at reasonable rates is not readily available in the Democratic Republic of the Congo. Consequently, MONUC vehicles will be insured through the United Nations worldwide insurance policy. The estimates include a provision of $155,200 for 157,200 litres of petrol, oil and lubricants in support of elements of FARDC participating in joint operations with MONUC.

	Variance	
Air transportation	$43 529.7	18.9%

- **Management: additional inputs and outputs**

157. The variance is attributable primarily to the deployment of 6 additional fixed-wing aircraft and 29 additional rotary-wing aircraft (for a total of 6,850 planned flight hours) that will be required to support the local elections. The Mission's fleet of aircraft for 2008/09 will then consist of 27 fixed-wing aircraft and 75 rotary-wing aircraft. The estimates include a provision of $5,432,600 for 1,800 helicopter flight hours in support of FARDC in joint operations with MONUC.

	Variance	
Naval transportation	($229.0)	(11.7%)

- **Management: reduced inputs and same outputs**

158. The variance is attributable mainly to reduced costs for the rental of commercial riverine vessels following the renegotiation of contracts and taking into account that the patrols on Lake Kivu are now being conducted by military riverine contingents. The estimates include a provision of $39,900 for 38,400 litres of petrol oil and lubricants in support of elements of the FARDC riverine section participating in joint operations with MONUC.

	Variance	
Communications	($124.7)	(0.4%)

- **Management: reduced inputs and same outputs**

159. The variance is attributable primarily to the fact that provision is made for the replacement of 372 items of communications equipment to be written off as they have exceeded their economic lifespan and for the acquisition of 456 additional items of communications equipment for civilian personnel and vehicles to comply

with Minimum Operating Security Standards, compared with the replacement of 1,650 items included in the cost estimates for the 2007/08 period.

	Variance	
Information technology	$788.3	9.6%

- **Management: additional inputs and outputs**

160. The variance results mainly from higher requirements for licensing fees and rental of software owing to a higher number of desktop and laptop computers for the proposed additional civilian personnel and to increased support fees for centrally managed licences to take into account the costs of the Customer Relationship Management and the Enterprise Content Management systems.

	Variance	
Medical	$1 318.6	7.5%

- **Management: additional inputs and outputs**

161. The variance is attributable mainly to higher estimated reimbursements for the self-sustainment of the troops, which take into account requirements for the 916 additional troops authorized by the Security Council in its resolution 1756 (2007) and subsequent resolutions, for which no provision was included in the budget for the 2007/08 period. In addition, the variance reflects the application of a lower vacancy factor of 2 per cent to the cost estimates compared with 3 per cent for the 2007/08 period. The estimates include a provision of $761,200 for medical services and supplies in support of elements of the FARDC participating in joint operations with MONUC.

	Variance	
Special equipment	$224.8	3.5%

- **Management: additional inputs and outputs**

162. The variance results from higher estimated reimbursements for the self-sustainment of the troops, which take into account requirements for the 916 additional troops authorized by the Security Council in its resolution 1756 (2007) and subsequent resolutions, for which no provision was included in the budget for the 2007/08 period. In addition, the variance reflects the application of a lower vacancy factor of 2 per cent to the cost estimates, compared to 3 per cent for the 2007/08 period.

	Variance	
Other supplies, services and equipment	$1 013.5	8.5%

- **Management: increased inputs and same outputs**

163. The variance is attributable primarily to additional requirements for freight costs for the movement of cargo, resulting from revised contractual arrangements with the commercial freight forwarder as well as to higher requirements for advertisements in local and international newspapers to attract vendors in

compliance with procurement regulations and for vacancy announcements for national staff positions. In addition, the variance reflects additional requirements for manuals and reference materials to comply with aviation safety standards and new aviation quality assurance evaluation processes.

IV. Actions to be taken by the General Assembly

164. The actions to be taken by the General Assembly in connection with the financing of MONUC are:

(a) Appropriation of the amount of $1,191,372,300 for the maintenance of the Mission for the 12-month period from 1 July 2008 to 30 June 2009;

(b) Assessment of the amount of $595,686,150 for the period from 1 July to 31 December 2008;

(c) Assessment of the amount of $595,686,150 for the period from 1 January to 30 June 2009, at a monthly rate of $99,281,025, should the Security Council decide to continue the mandate of the Mission.

V. Summary of follow-up action taken to implement the decisions and requests made by the General Assembly in its resolutions 61/276 and 61/281 and requests and recommendations of the Advisory Committee on Administrative and Budgetary Questions endorsed by the General Assembly and of the United Nations Board of Auditors and the Office of Internal Oversight Services

A. General Assembly

(Resolution 61/276)

Decisions/request	*Action taken to implement decisions/request*
Section II: budgeting and budget presentation	
When submitting future budget proposals and performance reports, include information on the most significant management decisions relating to the mission's budget and its implementation, including those related to operational costs (para. 2).	The most significant management decisions are reflected in section II.A of the report.
Budget submissions should reflect management improvements and efficiency gains to be achieved and present future strategies in that regard (para. 4).	Management improvements are reflected in the support component of the results-based budgeting frameworks. Efficiency gains are reflected under section II.A.2 of the report.

Decisions/request	*Action taken to implement decisions/request*
Take further steps towards improving budget assumptions and forecasts and report thereon to the General Assembly at the second part of its resumed sixty-second session (para. 5).	Cost estimates are based on refined and most realistic budgetary assumptions. In this regard all variables, such as vacancy rates, delayed deployment factors and ratios, have been carefully reviewed.
Improve control over obligations owing to the significant increase in the cancellation of prior-period obligations (para. 6).	MONUC has improved its control of obligations through monthly reviews of outstanding obligations.
Section III: results-based budgeting	
Integrate operational, logistical and financial aspects fully in the planning phase of peacekeeping operations by linking results-based budgeting to the mandate implementation plans of peacekeeping operations (para. 2).	Pursuant to Security Council resolution 1756 (2007) on the MONUC revised mandate and as a preliminary step to the preparation of its 2008/09 budget, the Mission initiated its strategic planning process in accordance with the Integrated Mission Planning Process. The resulting military and civilian substantive concepts of operations and related administrative support component are reflected in the revised results-based-budgeting frameworks in the present report. Close linkage to the ongoing phases of strategic planning and implementation will continue to be maintained during the 2008/09 period.
Section VII: staffing, recruitment and vacancy rates	
Make greater use of national staff, as appropriate, commensurate with the requirements of the mission and its mandate (para. 3).	MONUC is one of the peacekeeping missions with the largest number of national staff. The Mission's proposed staffing requirements for 2008/09 include 2,868 national posts and positions, representing 58 per cent of the total staffing complement. Thirteen international posts are proposed to be reclassified to national posts and a further review of international posts is in progress to identify those with functions that could be performed by national staff.
Ensure that vacant posts are filled expeditiously (para. 4).	The Department of Field Support has adopted a multitiered strategy to reduce the overall vacancy rate in field missions. Within this context, several actions have been taken to address inefficiencies, including the reassignment of the recruitment, outreach and roster management responsibility to a team independent of recruitment and placement functions.

Decisions/request	*Action taken to implement decisions/request*
	To further fortify support to the field, the Office of Management Support has adopted strategies to manage and reduce vacancy rates, which include weekly vacancy reports with inputs from the field, as well as participation of staff from the Field Personnel Division in video teleconferences with staff in the field, particularly during phases of changes in Mission mandates. The Department has enhanced the Galaxy website design to enable the continuous posting of all vacancies and facilitate applicants' ability to identify at all times the post levels and locations of existing vacancies. In MONUC, the vacancy rate for international staff is projected to remain at 17 per cent, as although the Mission recruits an average of 30 new staff each month, it experiences a high turnover rate of about 25 staff members leaving the Mission every month. Taking into account that more than one third of the MONUC civilian staff have served in the Mission for more than four years, a large number of the staff continue to seek opportunities for assignments to other offices or operations in duty stations with less hazardous conditions. On average, 20 staff members serving in MONUC are selected for posts in other offices or missions every month.
Review the staffing structure of missions on an ongoing basis, bearing in mind, in particular, the mission's mandate and concept of operations, and to reflect this in budget proposals, including full justification of any additional posts proposed (para. 5).	As explained in the 2006/07 and 2007/08 budget reports, MONUC completed the administration's decentralization of authority from the Mission's headquarters as recommended in the external consultants' report. A full review of military and civilian police requirements, substantive civilian posts and the overall Mission structure and deployment was conducted as part of the Mission's strategic planning process for implementation of Security Council resolution 1756 (2007). The outcome of this review, and the related administrative support requirements, are reflected in the proposed staffing in the present report.
Section IX: training	
Provide professional development opportunities for national staff and fully include them in all relevant training programmes (para. 2).	National staff members have been included in training programmes, both internal and external, as reflected in section II.B.3 of the present report.

Decisions/request	*Action taken to implement decisions/request*
Section XIII: air operations	
When reviewing their transportation requirements, missions must take into account means that are efficient, cost-effective and responsive to their operational needs and that ensure the safety of their personnel and take fully into account the unique mandate, complexities, specificities and operational conditions of each mission (para. 4).	MONUC has reconfigured its fleet of aircraft and reviewed its flight routes to better meet the operational requirements of the Mission leading to a reduction of 1 fixed-wing aircraft and 7,429 flight hours compared with the 2007/08 period. This does not take into account temporary, additional and exceptional requirements to support the local elections.
Conduct aviation quality inspections and aviation assessments to confirm that established standards are being fully complied with (para. 6).	The purpose of the MONUC quality assurance system is to standardize the processes in the Mission. The system is based on the Quality Assurance Manual and quality assurance procedures to comply with the requirements of organizational aviation standards. Its implementation is closely monitored by quality assurance internal audits.
Section XVIII: quick-impact projects	
Quick-impact projects should be implemented with minimal or no overhead charges in order to ensure that the maximum amount is spent for the direct benefit of the local population (para. 5).	In 2007/08, the post of Quick-impact Projects Manager was reclassified from an international post to a national post. The approved staffing complement of the Quick-impact Projects Unit comprises two national posts (1 National Officer and 1 national General Service), whose yearly cost amounts to $49,500. This amount represents the Mission's total overhead costs in support of quick-impact projects.
Funding for quick-impact projects for the third year of a mission and beyond may be requested if there is a requirement for confidence-building activities, in which case a needs assessment should be conducted (para. 6).	After a detailed analysis and assessment of needs, the Mission has determined that there continues to be a need for quick-impact projects to ensure and enhance the relationship between the Mission and the local communities. In the short- to medium-term, the aim of the quick-impact projects programme is to demonstrate progress in the national recovery process, improved access to rural and remote areas, support to the functioning of the rule of law, provincial authorities and civil society, and the creation of short-term employment opportunities in vulnerable communities. This will facilitate the creation of an enabling environment for the Government of the Democratic Republic of the Congo to implement its poverty reduction strategy by providing tangible benefits to a population that expects to see immediate gains.

Decisions/request	*Action taken to implement decisions/request*
Coordination with humanitarian and development partners should be emphasized in order to avoid duplication and overlap of activities between missions and humanitarian and development partners in the field (para. 7).	MONUC continues to include other entities in the Project Review Committee process, which has been in effect since mid-2005. The Office for Coordination of Humanitarian Affairs is invited to participate in all Project Review Committee meetings at Kinshasa and provincial levels. Through participation of the Office for the Coordination of Humanitarian Affairs, MONUC ensures that efforts are not duplicated on the ground. The Project Review Committee process will also allow the Office for the Coordination of Humanitarian Affairs to ensure the integration of the contribution of MONUC within the Action Plan for the Democratic Republic of the Congo.
Mission budgets allocated for quick-impact projects should not be used to finance humanitarian and development activities already being carried out by United Nations agencies or other international organizations (para. 8).	MONUC screens all quick-impact project proposals to ensure that they are not used to finance activities already carried out by the United Nations or other integrated offices. The Mission encourages those submitting proposals for quick-impact projects interventions to start building a working relationship with other United Nations agencies, programmes and funds for longer-term development needs. MONUC regional offices continue to collaborate and plan closely with other United Nations agencies, funds and programmes on the use of the quick-impact projects allocation to collectively prioritize key areas of interventions and to ensure synergy with regional-level strategies.
Section XX: regional coordination	
Develop and implement regional coordination plans aligned to the objectives of missions, keeping in mind the specific mandate of each mission (para. 2).	Inter-mission cooperation will not only address regional/cross-border issues, but will also enhance resource-sharing to improve cost-effectiveness and efficiency, without constraining the individual Mission's ability to implement its mandated activities A plan for regional coordination is undertaken where useful through regular and systematic communications information exchange and political interventions to address arms control, illicit/foreign armed groups and other issues which are by definition cross-border in nature.

Decisions/request	*Action taker to implement decisions/request*
	MONUC has held a series of consultations and meetings with the United Nations Mission in the Sudan (UNMIS) and the United Nations Integrated Office in Burundi (BINUB) to determine the scope and requirements for common support facilities in Entebbe. MONUC is expanding its support base in Entebbe and it is expected that the other missions will gain significant economies from shared facilities. MONUC has provided support to other missions in the region, particularly BINUB, UNMIS, the African Union/United Nations Integrated Hybrid Operation in Darfur (UNAMID) and the United Nations Mission in the Central African Republic and Chad (MINURCAT). Support, including the tasking of MONUC aircraft and supply of fuel, has been provided on a cost-reimbursable basis. In addition, there has been cooperation among the missions with a view to exploring new avenues for sharing resources, including the concept of a regional support base in Entebbe, a regional procurement office, and the acquisition of specialized wide-bodied aircraft for rotation purposes. MONUC hosted a regional meeting of heads of mission on 28 September 2007. The agenda included operational coordination, sharing and pooling of resources and integrated mission concepts, including approaches to post-conflict stabilization. Another meeting was held in February 2008.
Section XXI: partnerships, country team coordination and integrated missions	
Provide, in the context of the budget submissions of complex integrated peacekeeping missions, a clear description of the role and responsibility of missions vis-à-vis integrated mission partners as well as the strategies of the missions for enhancing coordination and collaboration with United Nations country teams in order to achieve better results under relevant components (para. 2).	A description of the role and responsibilities of MONUC vis-à-vis integrated mission partners is provided in annex II to the present report. MONUC has applied the Integrated Mission Planning Process, which includes systematic consultations with the United Nations country team in developing its mandate implementation plan for its revised mandate under Security Council resolution 1756 (2007). The mandate implementation plan includes strategies for mutual coordination and collaboration with the United Nations country team.

Decisions/request	*Action taken to implement decisions/request*
	MONUC involvement in areas of interest to the United Nations country team is reflected in the country assistance framework, which is a common strategic approach by the Government and partners, including the United Nations country team, for assistance to the Democratic Republic of the Congo and a mechanism to implement the priorities set out in the country's Poverty Reduction Strategy Paper for 2007-2010. The MONUC Integrated Office and Strategic Planning Cell will contribute to the updating of the mandate implementation plan and country assistance framework and organize joint meetings, working groups and progress reviews so as to ensure ongoing coordination between the Mission and the United Nations country team.

(Resolution 61/281)

Request/recommendation	*Action taken to implement request/recommendation*
Recalls paragraph 13 of its resolution 60/121 B and, in view of the importance of ensuring coordination and collaboration of efforts with the United Nations agencies and programmes, reiterates its request that the Secretary-General report to the General Assembly on the progress made in the development of a collaboration framework and efforts towards developing an integrated workplan in the context of his budget submission at its sixty-second session (para. 13)	(See above, the response to the request in section XXI, para. 2, of General Assembly resolution 61/276).
Requests the Secretary-General to ensure that the provision of material support for joint operations with MONUC is duly reflected in the budget proposals (para. 14)	The 2008/09 proposed budget includes provisions amounting to $6.5 million to further support joint operations with the Forces armées de la République démocratique du Congo, which are reflected in section III, on the analyses of variances, of the present report.

B. Advisory Committee on Administrative and Budgetary Questions

(A/61/852)

Request/recommendation	*Action taken to implement request/recommendation*
Section III: Results-based budgeting	
The results-based framework should be clearly linked to the mandate of the mission established by the Security Council and the resources requested. Indicators of achievement should permit measurement of the results achieved. As requested by the General Assembly in its resolution 59/296, they should also reflect, where possible, the mission's contribution to the expected accomplishments and objectives, and not those of Member States (para. 14).	MONUC has thoroughly reviewed and revised its results-based-budgeting frameworks to reflect the updated mandate for the post-transitional period set out in Security Council resolution 1756 (2007).
Section V: Financial management	
The Committee renews its call for more accurate forecasting of requirements and for stricter control over obligations (para. 27).	Cost estimates are based on refined and most realistic budgetary assumptions. In this regard, all variables, such as vacancy rates, delayed deployment factors and ratios, have been carefully reviewed. MONUC has improved its control of obligations through monthly reviews of outstanding obligations.
Section VII: Military	
The Committee recommends that greater efforts be made to use realistic assumptions in the preparation of budget estimates for military (para. 30).	See the preceding response.
The Committee recommends that the amounts obligated for military costs be kept under review to avoid excessive unused obligations (para. 31).	A quarterly review of military claims and their related obligations has been implemented for the purpose of retaining only valid obligations.
The Committee encourages the Secretary-General to explore ways of reducing the rotation element of military costs in the future. In order to facilitate its consideration of this question in the future the Committee requests that data on rotation costs be provided in the context of its review of future performance and budget reports (para. 32).	The average cost of rotation for military personnel for the 2006/07 period amounted to $2,221 per person. The average rotation cost for the 2008/09 period is estimated at $2,336 per person, compared with the average rotation cost of $2,490 per person for the 2007/08 period.

Request/recommendation	*Action taken to implement request/recommendation*
The Committee requests that the adequate provision of good quality rations be borne in mind while concluding the global contract on rations and looks forward to receiving information on this issue in the proposed budgets of peacekeeping operations (para. 34).	Several improvements have been made in the management of rations, including the revision of contractual terms and enhanced procedures, to ensure that the Organization continues to provide adequate and good quality rations to troops in the field. The United Nations rations scale is a means for arriving at a reasonably priced, wholesome dietary-balanced and nationally equable basis for the provisioning of food rations. The rations scale also provides troop-contributing countries with an option to continue to use the ceiling man-day rate based on maximum quantities and values or base their provisioning on a maximum man-day calorie level, a calorie-based system that provides contingents with additional flexibility towards dietary preferences. The maximum calorie threshold has been determined on the basis of FAO/WHO dietary standards, guidance from troop-contributing country dietary experts and national rations scales. Both systems provide contingent commanders with the means to ensure that their troops can receive adequate sustenance and consume those food items that meet national dietary patterns.
Section VIII: Civilian personnel	
The Committee recommends that missions focus on reducing vacancies before requesting increases in their staffing tables (para. 36).	MONUC has significantly reduced its vacancy rate and has improved its post management as well as staffing management. As at 29 February 2008, the overall vacancy rate for civilian personnel including general temporary assistance positions was 9 per cent; 19 per cent for international staff, 4 per cent for national staff and 8 per cent for United Nations Volunteers. In coordination with the Department of Field Support, MONUC has reviewed the bottlenecks in its recruitment process and has reduced its recruitment time lag to an acceptable period.
Language skills	
The Committee further recommends that the Secretariat enhance the recruitment at all levels of candidates with the appropriate language skills. In this regard it stresses the need to improve the situation in peacekeeping operations deployed in French-speaking countries (para. 41).	MONUC continues to exert efforts to identify French-speaking candidates through the advertisement of vacancy announcements at French-speaking universities, newspapers and specialized magazines with very minimal outcome, as MONUC competes for qualified candidates with other French-speaking missions, including MINUSTAH, UNOCI and MINURCAT.

Request/recommendation	*Action taken to implement request/recommendation*
Gender balance	
The Committee expects that due attention will be given to maintaining an appropriate gender balance in selections at the senior management level and to improving the gender balance at all levels (para. 42).	As of 30 June 2007, 25 per cent of MONUC international staff were female, while only 9 per cent of the national staff were female owing to the fact that the majority of the functions performed by national staff are technical in nature, such as mechanics and heavy-transport drivers. Of the United Nations Volunteers in MONUC, 22 per cent were female.
Greater use of national staff	
When making proposals for an increase of national staff, it is imperative that all missions identify functions that are being taken over by such staff from international staff. This exercise is particularly important in the post-conflict peacebuilding stage (para. 46).	The Mission's proposed staffing requirements for 2008/09 include 2,868 national posts and temporary positions, representing 58 per cent of the total staffing complement. It is proposed to reclassify 13 international posts to national posts and a further review of international posts is in progress to identify additional functions that can be performed by national staff.
Section IX: Operational costs	
Training	
While it recognizes the importance of training to enhance the effectiveness of missions, the Committee considers that further steps should be taken to make training programmes more cost-effective and relevant to the needs of each mission. Travel for training should be reduced by emphasizing training of trainers and fully exploring the possibilities for videoconferencing and e-learning (para. 48).	Efforts are made by the Mission to utilize within-Mission videoconferencing facilities and between MONUC and Headquarters. The proposed 2008/09 budget includes provision for available UNITAR distance e-learning programmes for all personnel.
In view of the increasing role of national staff and the need to build national capacities and provide professional development opportunities for national staff the Committee considers that national staff should be fully included in relevant training programmes (para. 49).	National staff members have been included in training programmes, both internal and external, as reflected in section II.B.3 of the present report.

Request/recommendation	*Action taken to implement request/recommendation*
Air operations	
The Committee requests that, in cases of significant increases in expenditure or contractual arrangements for aircraft, complete explanations, including any mitigating actions taken by the mission or by Headquarters, be provided in future budget proposals (para. 51).	MONUC has reconfigured its fleet of aircraft and reviewed its flight routes to better meet the operational requirements of the Mission, resulting in a reduction of one fixed-wing aircraft and 7,429 flight hours compared with the 2007/08 period. This does not take into account temporary, additional and exceptional requirements to support the local elections.
Travel	
The Advisory Committee notes with concern that expenditure on travel greatly exceeded budgetary provisions in a number of missions. The Committee recommends that travel requirements be properly budgeted and that travel expenditures be kept within approved provisions (para. 55).	MONUC continues to develop measures to ensure that all unforeseen travel activities, for which no provision has been made within the budget, are fully justified and approved and the exceptional circumstance documented. However, given the size of the Mission and the nature of the mandate, it is not feasible to accurately forecast all travel requirements, as there will be situations in which unplanned travel may arise, such as medical repatriations and fatalities arising from military operations or illness.
Quick-impact projects	
The Committee considers that quick-impact projects can be a valuable tool for strengthening the links of missions with the local population. It is also important to bear in mind that quick-impact projects should be implemented with minimal or no overhead charges so as to ensure that the maximum amount is spent for the direct benefit of the local people (para. 57).	In 2007/08, the post of Quick-Impact Projects Manager was reclassified from an international post to a national post. The approved staffing complement of the Quick-Impact Projects Unit comprises two national posts (1 National Officer and 1 national General Service), whose yearly cost amounts to $49,500. This amount represents the Mission's total overhead costs in support of quick-impact projects.
Regional cooperation	
The Advisory Committee welcomes initiatives in regional and inter-mission cooperation, which include activities relating to aviation safety, medical services, air operations, a strategic air operations centre, air medical evacuations and a coastal freighter, and intends to monitor their effectiveness in the context of the budget proposals for the period 2008/09 (para. 62).	MONUC has provided support to other missions in the region, particularly BINUB, UNMIS, UNAMID and MINURCAT. Support, including the tasking of MONUC aircraft and supply of fuel, has been provided on a cost-reimbursable basis. In addition, there has been cooperation between the missions with a view to exploring new avenues for sharing resources, including the concept of a regional support base in Entebbe, a regional procurement office and the acquisition of specialist wide-bodied aircraft for rotation purposes.

Request/recommendation	*Action taken to implement request/recommendation*
	MONUC hosted a regional meeting of heads of mission on 28 September 2007. The agenda included operational coordination, sharing and pooling of resources and integrated mission concepts, including approaches to post-conflict stabilization. Another meeting was held in February 2008.
(A/61/852/Add.11)	
The Advisory Committee recommends that the Secretariat assess the reasons for the increase in savings on, or cancellation of, prior-period obligations and implement appropriate measures to avoid a recurrence (para. 7).	MONUC has improved its control of obligations through quarterly reviews of outstanding obligations. In 2006/07, the Department of Field Support conducted a comprehensive review relating to outstanding obligations, mainly relating to outstanding obligations for contingent-owned equipment and self-sustainment over the last five years. The review resulted in the liquidation of a large amount of obligations, which are reflected as prior-period savings for the 2006/07 period. Measures have been put in place for all cost centres to review their outstanding obligations in coordination with the Field Budget and Finance Division on a regular basis. As a result, outstanding obligations as at 30 June 2007 reflect valid outstanding commitments.
In this regard, the budget forecasting for MONUC, both in the field and at Headquarters, needs to be improved (para. 8).	Cost estimates are based on refined and most realistic budgetary assumptions. In this regard, all variables such as vacancy rates, delayed deployment factors and ratios have been carefully reviewed. MONUC has improved its control of obligations through monthly reviews of outstanding obligations.
The Advisory Committee welcomes the efforts to improve the administrative structure of the Mission. It was informed that the Secretariat continues to review the management study of MONUC undertaken by consultants (see A/61/767 and Corr.1, annex I) and is also exploring how relevant the recommendations contained therein are for other missions. The Advisory Committee expects that the results of the review will be reported for its consideration in the context of the 2008/09 budget (para. 19).	Following the consultants' review of the Mission's structures, the Division of Administration was reorganized in July 2006 to improve the delivery of support through the decentralization of authority from Mission headquarters structure and to achieve gains in efficiency by allowing management to focus on strategic issues and optimal resource utilization. The decentralized support arrangements have proven effective in addressing the needs of clients in the field. A review of the implementation has indicated the requirement to consolidate at the regional level. Consequently, the current three regions are being merged into two, with adjustments to the staffing to ensure that professional expertise is available at the required level.

Request/recommendation	*Action taken to implement request/recommendation*
	Two Administrative Regions will be established with regional Offices in Kinshasa and Goma to coordinate support to the offices and sub-offices, including Mission headquarters in Kinshasa. At the Office level, Field Operations Managers provide day-to-day support inputs to the clients within their areas, including the military and formed police units. Primary inputs will be distributed from Logistics Hubs in Kinshasa and Entebbe while support for the Offices outside the Democratic Republic of the Congo (Kigali, Pretoria and Kampala) will be sourced locally, with additional requirements being drawn from the MONUC Democratic Republic of the Congo support structure. The administrative support staff of the Eastern Region will be co-located with the military and political command elements to enhance coordination of planning and to synchronize the delivery of services. This enhanced decentralization will also facilitate provision of support to the Security Sector Reform initiatives, whose core activities will focus on eastern Democratic Republic of the Congo.
The Advisory Committee was informed that MONUC is trying to recruit more international staff who are proficient in French, the official language of the Democratic Republic of the Congo. The Committee welcomes these efforts, stresses the importance of expediting recruitment of French-speaking candidates and expects further efforts in this regard (para. 28).	MONUC continues to exert efforts to identify French-speaking candidates through the advertisement of vacancy announcements at French-speaking universities, newspapers and specialized magazines with very minimal outcome, as MONUC competes for qualified candidates with other French-speaking missions, including MINUSTAH, UNOCI and MINURCAT.
The Committee points out that providing a list of almost the entire range of the Mission's activities does not by itself explain the reasons for exceeding the budgetary limits. This approach to explaining overexpenditures should not recur (para. 31).	More succinct and targeted explanations have been provided in the performance report for the period 2006/07.
The Committee expects that efforts will be made to use the travel budget prudently (para. 32).	MONUC continues to develop measures to ensure that all unforeseen travel activities, for which no provision has been made within the budget, is fully justified, approved and the exceptional circumstance documented. However, given the size of the Mission and the nature of the mandate, it is not feasible to accurately forecast all travel requirements and there will be situations in which unplanned travel may arise, such as medical repatriations and fatalities arising from military operations or illness.

Request/recommendation	*Action taken to implement request/recommendation*
The Committee trusts that written-off communications and information technology equipment will be disposed of in the interest of the Organization and, where feasible and appropriate, the interests of local communities will be taken into account (para. 34).	Written-off communications and information technology equipment are disposed of in accordance with United Nations disposal policies, guidelines and procedures.
The Advisory Committee welcomes the efforts to expand medical services throughout a larger area of operations in the Mission. The Committee trusts also that the medical facilities of MONUC will be made available on a reimbursable basis to agency personnel especially in emergency cases and in remote areas (para. 35).	MONUC continues to strengthen the medical facilities within the mission area, given the poor condition of existing national medical infrastructure and to support non-MONUC personnel on an emergency basis. MONUC medical facilities are being further strengthened to provide services to other United Nations entities on a reimbursable basis.
On the prepayments of $1.9 million to a vendor for reserve fuel stocks that had never been delivered, which were reported in the report of the Board of Auditors on the accounts of United Nations peacekeeping operations for the 12-month period from 1 July 2005 to 30 June 2006 (A/61/5, vol. II, chap. II) and the report of the Office of Internal Oversight Services on the horizontal audit of fuel management in peacekeeping missions (A/61/760 and Corr.1), the Committee trusts that the issue will be resolved expeditiously and that related information will be included in the performance report for the period 2006/07 (para. 37).	The recommendation by the Office of Internal Oversight Services was based on a misstatement in the initial response from the Department of Peacekeeping Operations to the Office of Internal Oversight Services, which was subsequently corrected. The initial response to the Office of Internal Oversight Services was based on an audit recommendation, which considered the $1.9 million as an advance payment to the vendor. However, after further investigation, it has been determined that this payment was a final payment made based on the confirmation received from the Supply Section in MONUC that the reserved fuel had been positioned by the vendor. There were no delays in the delivery but a misunderstanding with regard to where the fuel was kept by the vendor.
The Committee welcomes the efforts to improve coordination on substantive issues and encourages further collaboration in this regard (para. 38).	MONUC has applied the Integrated Mission Planning Process, which includes systematic consultations with the United Nations country team in developing its mandate implementation plan for its revised mandate under Security Council resolution 1756 (2007). The mandate implementation plan includes strategies for mutual coordination and collaboration with the United Nations country team. MONUC involvement in areas of interest to the United Nations country team is reflected in the country assistance framework, which is a common strategic approach by the Government and partners, including the United Nations country team, for assistance to the Democratic Republic of the Congo and a mechanism to implement the priorities set out in the country's Poverty Reduction Strategy Paper for 2007-2010.

Request/recommendation	*Action taken to implement request/recommendation*
	The MONUC Integrated Office and Strategic Planning Cell will contribute to the updating of the mandate implementation plan and country assistance framework and organize joint meetings, working groups and progress reviews so as to ensure ongoing coordination between the Mission and the United Nations country team.

C. Board of Auditors

(A/61/5, Vol. II)

Request/recommendation	*Action taken to implement request/recommendation*
Samples obtained from four active missions (UNMIL, MONUC, UNAMSIL and UNMISET) showed that a total of $106.6 million in cancelled obligations pertained to the closing of the remaining balance of the obligations, which were previously raised to cover, inter alia, missions' self-sustainment, disability claims and major contingent-owned equipment, covering various periods and payable to Member States. The Board reiterates its previous recommendation that the Administration assess the reasons for the increase in savings and cancellations of prior-year unliquidated obligations and implement appropriate measures to avoid a recurrence (chap. II, paras. 37 and 39).	**MONUC has improved its control of obligations through quarterly reviews of outstanding obligations. In 2006/07, the Department of Field Support has conducted a comprehensive review of outstanding obligations, mainly those relating to outstanding obligations for contingent-owned equipment and self-sustainment over the last five years.** **The review resulted in the liquidation of a large amount of obligations, which are reflected as prior-period savings in the 2006/07 period. Measures have been put in place for all cost centres to review their outstanding obligations on a regular basis in coordination with the Field Budget and Finance Division. As a result, outstanding obligations as at 30 June 2007 reflect valid outstanding commitments.**
The Board followed up on its previous recommendation that MONUC undertake and document a cost-benefit analysis to contribute to the justification of the need for executive jets. The Department clarified that the high-speed aircraft was an operational necessity to provide logistics support to the Democratic Republic of the Congo election. The Department nevertheless indicated that a review of transportation scheduled for the second quarter of 2007 would cover fleet utilization and segment optimization of air assets deployed at MONUC, including executive jets (para. 161).	**A cost-benefit analysis was undertaken and presented to the Board of Auditors. The two HS-125 small jets would allow:** **• Immediate availability for medical and casualty evacuations** **• Faster and shorter flight times** **• A more cost-effective medical and casualty evacuation service ($2,719 per flight hour compared to $4,000 for an on-call ambulance service)** **• The transport of VIPs** **• Support to other peacekeeping missions in the region.**

Request/recommendation	*Action taken to implement request/recommendation*
The Board reiterates its previous recommendation that MONUC urgently review the cost effectiveness of its use of executive jets (para. 162).	Inter-mission cooperation will not only address regional/cross-border issues, but will also enhance resource-sharing to improve cost-effectiveness and efficiency, without constraining the individual Mission's ability to implement its mandated activities.
The Board reiterates its previous recommendation that the Administration, in collaboration with the relevant missions, expedite the implementation of regional coordination plans that are aligned to the missions' objectives (para. 250).	A plan for regional coordination is undertaken, where useful, through regular and systematic communications, information exchange, and political interventions to address arms control, illicit/foreign armed groups and other issues which are by definition cross-border in nature. MONUC has held a series of consultations and meetings with UNMIS and ONUB to determine the scope and requirements for common support facilities in Entebbe. MONUC is expanding its support base in Entebbe and it is expected that other missions will gain significant economies from shared facilities.

D. Office of Internal Oversight Services

(A/61/264, Part II)

Request/recommendation	*Action taken to implement request/recommendation*
Recruitment of field staff	
OIOS audits of vacancy rates in MONUC, ONUB and UNMIL found that delays in the recruitment of international staff were mainly attributable to the time taken by Personnel Management and Support Service of the Department of Peacekeeping Operations to identify suitable candidates and deploy them to missions. In MONUC for example the vacancy rate of international staff was consistently above 30 per cent and the average time taken for filling a vacancy was approximately 200 days. In ONUB, six critical posts (including the posts of Chief Security Officer, Chief Public Information Officer and Chief Procurement Officer) had remained vacant since the Mission's inception in 2004 and had not yet been filled as of June 2005. The Mission also had difficulties in filling the posts of national Professional officers (para. 56).	The Department of Field Support has adopted a multitiered strategy to reduce the overall vacancy rate in field missions. Within this context, several actions have been taken to address inefficiencies, including the reassignment of the recruitment, outreach and roster management responsibility to a team independent of recruitment and placement functions. To further fortify support to the field, the Office of Management Support has adopted strategies to manage and reduce vacancy rates, which include weekly vacancy reports with inputs from the field, as well as participation of staff from the Field Personnel Division in video teleconferences with staff in the field, particularly during phases of changes in Mission mandates. The Department has enhanced the Galaxy website design to enable the continuous posting of all vacancies and facilitate applicants' ability to identify at all times the post levels and locations of existing vacancies.

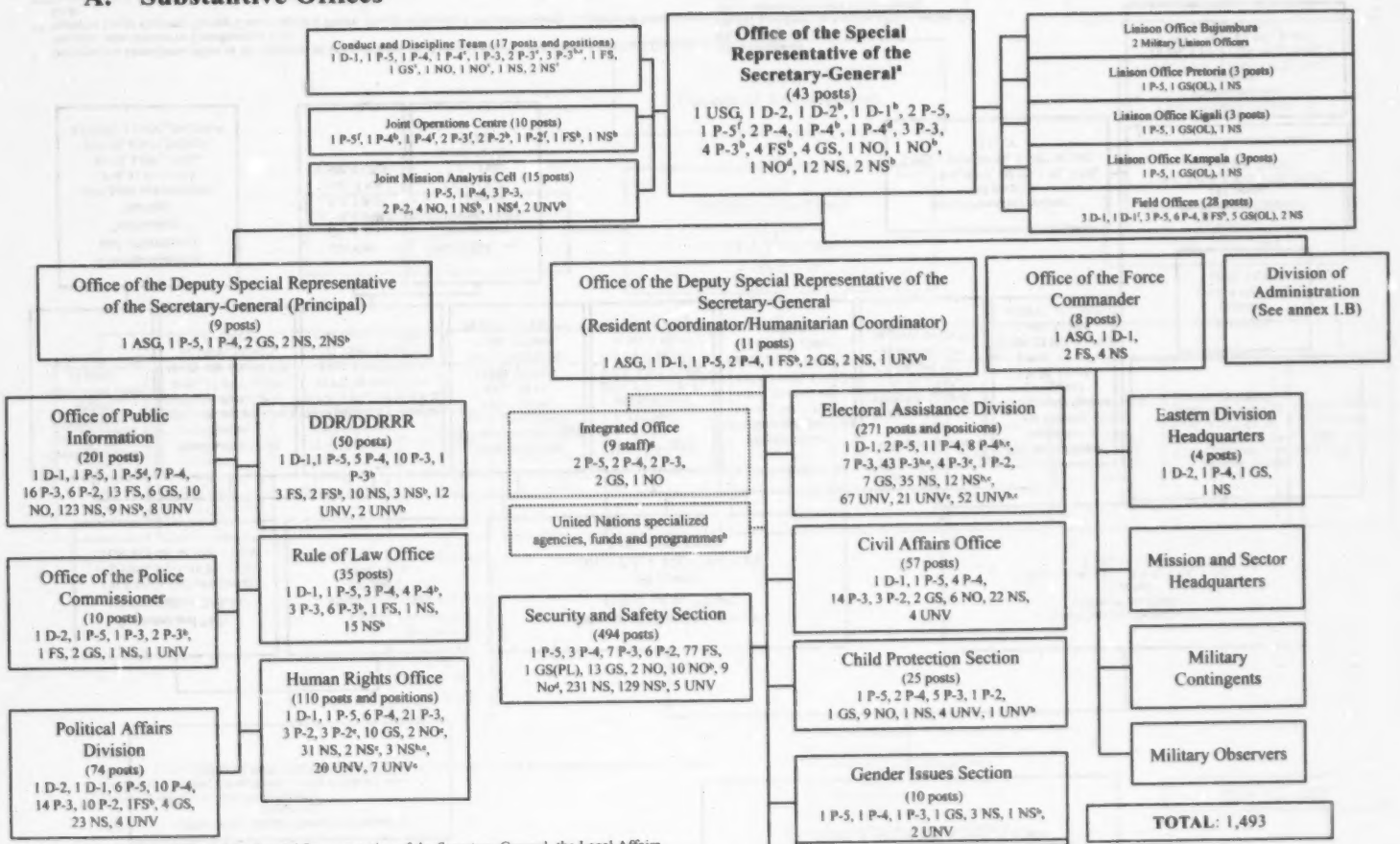
Request/recommendation	*Action taken to implement request/recommendation*
	Within the specific context of vacancies in MONUC, the Field Personnel Division is enhancing its outreach to Francophone candidates by ensuring that mission vacancies are translated into French. In addition, targeted outreach efforts will be undertaken to Member States, the Association de la Francophonie and le Groupe Francophone to identify and recruit highly qualified French-speaking candidates to meet the staffing requirements of missions such as MONUC, where the need for qualified Francophone candidates is essential in meeting Mission mandates.
Casual daily workers	
Casual daily workers in MONUC assisted the Mission in meeting their operational requirements for unskilled and semi-skilled labour on a regular basis. However, the employment of casual daily workers for prolonged periods violated the applicable local labour laws as well as United Nations guidelines. The Mission is in the process of reviewing a number of options for outsourcing labour services and minimizing the use of casual daily workers (para. 55).	MONUC is currently reviewing a wide range of options for outsourcing labour services and minimizing the use of daily casual workers. The 2008/09 budget also reflects the proposed establishment of national posts for daily casual workers performing functions of a continuing nature to address the issue.
Disarmament and demobilization programmes	
During the period, OIOS conducted audits of disarmament and demobilization programmes in UNMIL and MONUC. In UNMIL, the audit revealed weaknesses in internal controls, such as inadequate control over programme assets and payments of transitional safety allowances, and in monitoring and evaluation systems. UNMIL has agreed to implement the recommended measures to strengthen identified weaknesses. In MONUC, OIOS identified additional weaknesses, including the following: (a) the ad hoc manner in which the Mission developed its plans (which had never been approved by the Head of Mission); (b) the lack of a systematic and structured approach to coordinating disarmament and demobilization activities with other sections and components within the Mission; (c) the lack of plans and resources for the public information component of the programme; and (d) the need for an evaluation of the programme which had been in operation for more than three years. MONUC did not accept most of the OIOS	During his visit to MONUC in March 2006, the Under-Secretary-General for Peacekeeping Operations decided to reorganize the disarmament, demobilization, repatriation, resettlement and reintegration, security sector reform and disarmament, demobilization and reintegration operations to ensure effective oversight, planning and implementation of their programmes. Pursuant to this decision, MONUC will be conducting a comprehensive review of its disarmament, demobilization, repatriation, resettlement and reintegration and disarmament, demobilization and reintegration strategies, policies and procedures in the light of its revised mandate under Security Council resolution 1756 (2007) and developments on the ground since the Office of Internal Oversight Services audit.

Request/recommendation	*Action taken to implement request/recommendation*
recommendations, generally asserting that existing practices were adequate and that the OIOS proposed oversight structure for disarmament and demobilization was not effective. OIOS has reiterated the recommendations and continues to pursue them (para. 60).	

Annex I

Organization charts

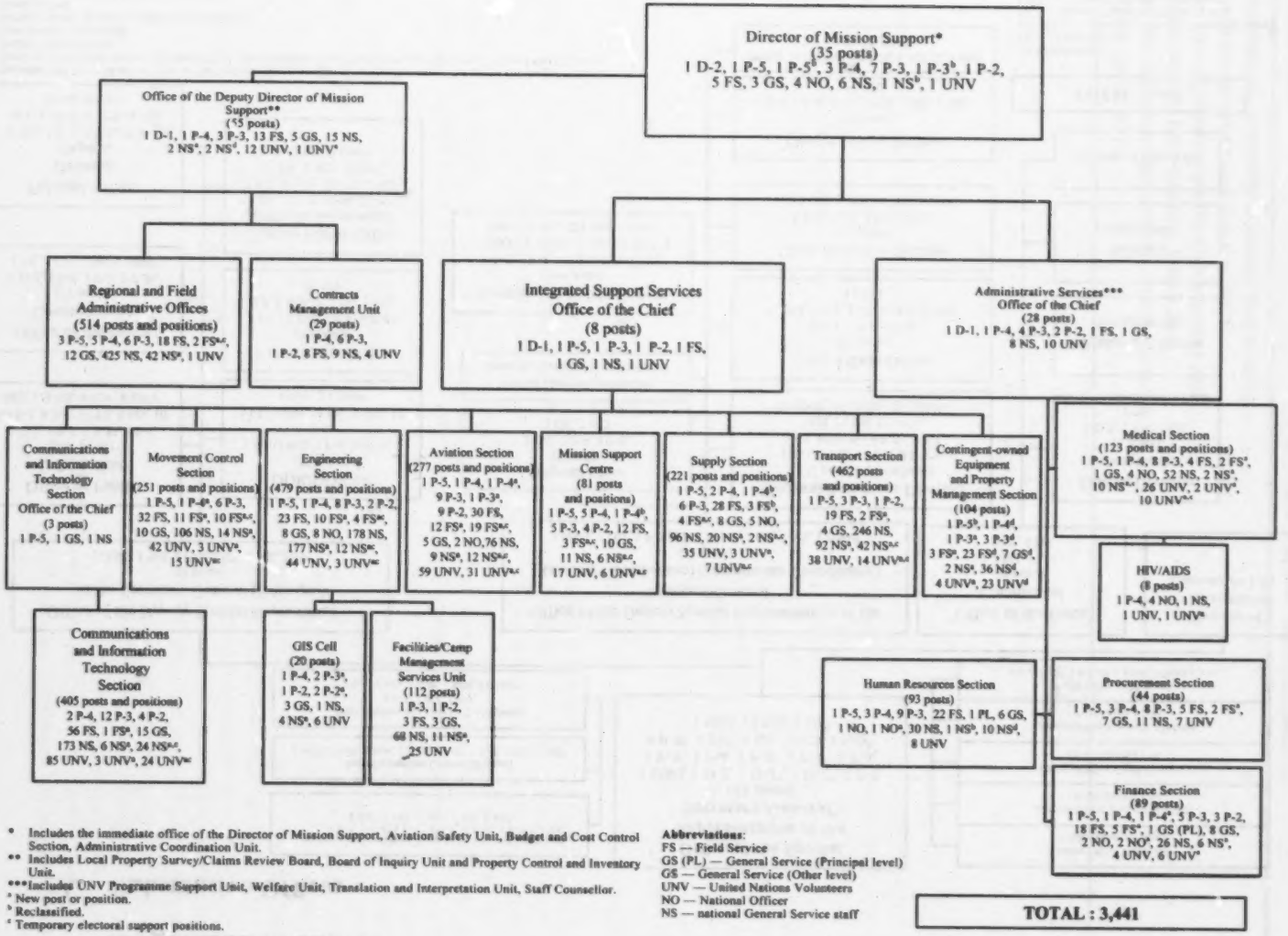
A. Substantive Offices


Conduct and Discipline Team (17 posts and positions)
1 D-1, 1 P-5, 1 P-4, 1 P-4[c], 1 P-3, 2 P-3[c], 3 P-3[b,c], 1 FS, 1 GS[c], 1 NO, 1 NO[c], 1 NS, 2 NS[c]
Joint Operations Centre (10 posts)
1 P-5[f], 1 P-4[b], 1 P-4[f], 2 P-3[f], 2 P-2[b], 1 P-2[f], 1 FS[b], 1 NS[b]
Joint Mission Analysis Cell (15 posts)
1 P-5, 1 P-4, 3 P-3, 2 P-2, 4 NO, 1 NS[b], 1 NS[d], 2 UNV[b]
Office of the Special Representative of the Secretary-General[a]
(43 posts)
1 USG, 1 D-2, 1 D-2[b], 1 D-1[b], 2 P-5, 1 P-5[f], 2 P-4, 1 P-4[b], 1 P-4[d], 3 P-3, 4 P-3[b], 4 FS[b], 4 GS, 1 NO, 1 NO[b], 1 NO[d], 12 NS, 2 NS[b]
Liaison Office Bujumbura
2 Military Liaison Officers
Liaison Office Pretoria (3 posts)
1 P-5, 1 GS(OL), 1 NS
Liaison Office Kigali (3 posts)
1 P-5, 1 GS(OL), 1 NS
Liaison Office Kampala (3posts)
1 P-5, 1 GS(OL), 1 NS
Field Offices (28 posts)
3 D-1, 1 D-1[f], 3 P-5, 6 P-4, 8 FS[b], 5 GS(OL), 2 NS
Office of the Deputy Special Representative of the Secretary-General (Principal)
(9 posts)
1 ASG, 1 P-5, 1 P-4, 2 GS, 2 NS, 2NS[b]
Office of the Deputy Special Representative of the Secretary-General (Resident Coordinator/Humanitarian Coordinator)
(11 posts)
1 ASG, 1 D-1, 1 P-5, 2 P-4, 1 FS[b], 2 GS, 2 NS, 1 UNV[b]
Office of the Force Commander
(8 posts)
1 ASG, 1 D-1, 2 FS, 4 NS
Division of Administration (See annex I.B)
Office of Public Information
(201 posts)
1 D-1, 1 P-5, 1 P-5[d], 7 P-4, 16 P-3, 6 P-2, 13 FS, 6 GS, 10 NO, 123 NS, 9 NS[b], 8 UNV
DDR/DDRRR
(50 posts)
1 D-1,1 P-5, 5 P-4, 10 P-3, 1 P-3[b], 3 FS, 2 FS[b], 10 NS, 3 NS[b], 12 UNV, 2 UNV[b]
Integrated Office
(9 staff)[g]
2 P-5, 2 P-4, 2 P-3, 2 GS, 1 NO
United Nations specialized agencies, funds and programmes[h]
Electoral Assistance Division
(271 posts and positions)
1 D-1, 2 P-5, 11 P-4, 8 P-4[b,e], 7 P-3, 43 P-3[b,e], 4 P-3[c], 1 P-2, 7 GS, 35 NS, 12 NS[b,c], 67 UNV, 21 UNV[c], 52 UNV[b,c]
Eastern Division Headquarters
(4 posts)
1 D-2, 1 P-4, 1 GS, 1 NS
Office of the Police Commissioner
(10 posts)
1 D-2, 1 P-5, 1 P-3, 2 P-3[b], 1 FS, 2 GS, 1 NS, 1 UNV
Rule of Law Office
(35 posts)
1 D-1, 1 P-5, 3 P-4, 4 P-4[b], 3 P-3, 6 P-3[b], 1 FS, 1 NS, 15 NS[b]
Civil Affairs Office
(57 posts)
1 D-1, 1 P-5, 4 P-4, 14 P-3, 3 P-2, 2 GS, 6 NO, 22 NS, 4 UNV
Mission and Sector Headquarters
Security and Safety Section
(494 posts)
1 P-5, 3 P-4, 7 P-3, 6 P-2, 77 FS, 1 GS(PL), 13 GS, 2 NO, 10 NO[b], 9 No[d], 231 NS, 129 NS[b], 5 UNV
Child Protection Section
(25 posts)
1 P-5, 2 P-4, 5 P-3, 1 P-2, 1 GS, 9 NO, 1 NS, 4 UNV, 1 UNV[b]
Military Contingents
Political Affairs Division
(74 posts)
1 D-2, 1 D-1, 6 P-5, 10 P-4, 14 P-3, 10 P-2, 1FS[b], 4 GS, 23 NS, 4 UNV
Human Rights Office
(110 posts and positions)
1 D-1, 1 P-5, 6 P-4, 21 P-3, 3 P-2, 3 P-2[c], 10 GS, 2 NO[c], 31 NS, 2 NS[c], 3 NS[b,c], 20 UNV, 7 UNV[c]
Gender Issues Section
(10 posts)
1 P-5, 1 P-4, 1 P-3, 1 GS, 3 NS, 1 NS[b], 2 UNV
Military Observers
Mine Action Liaison Unit (2 posts)
1 P-3, 1 GS
TOTAL: 1,493

[a] Includes the immediate Office of the Special Representative of the Secretary-General, the Legal Affairs Section, the Quick-impact Projects Unit, the Protocol Unit, the Strategic Planning Cell and the Security Sector Reform Unit.
[b] New post or positions.
[c] Funded under general temporary assistance.
[d] Reclassified.
[e] Temporary electoral support positions.
[f] Redeployed.
[g] Funded by the United Nations Development Programme, the United Nations Development Group Office and the United Nations Country Team.
[h] UNDP, World Bank, UNESCO, UNICEF, UNOPS, ILO, FAO, UNFPA, UNHCHR, UNHCR, IMF, OCHA, WHO, UNAIDS, IOM.

Abbreviations:
FS — Field Service
GS (PL) — General Service (Principal level)
GS — General Service (Other level)
UNV — United Nations Volunteers
NO — National Officer
NS — national General Service staff

B. Mission Support Division


Director of Mission Support*
(35 posts)
1 D-2, 1 P-5, 1 P-5[b], 3 P-4, 7 P-3, 1 P-3[b], 1 P-2,
5 FS, 3 GS, 4 NO, 6 NS, 1 NS[b], 1 UNV
Office of the Deputy Director of Mission Support**
(15 posts)
1 D-1, 1 P-4, 3 P-3, 13 FS, 5 GS, 15 NS,
2 NS[a], 2 NS[d], 12 UNV, 1 UNV[a]
Regional and Field Administrative Offices
(514 posts and positions)
3 P-5, 5 P-4, 6 P-3, 18 FS, 2 FS[a,c],
12 GS, 425 NS, 42 NS[a], 1 UNV
Contracts Management Unit
(29 posts)
1 P-4, 6 P-3,
1 P-2, 8 FS, 9 NS, 4 UNV
Integrated Support Services Office of the Chief
(8 posts)
1 D-1, 1 P-5, 1 P-3, 1 P-2, 1 FS,
1 GS, 1 NS, 1 UNV
Administrative Services***
Office of the Chief
(28 posts)
1 D-1, 1 P-4, 4 P-3, 2 P-2, 1 FS, 1 GS,
8 NS, 10 UNV
Communications and Information Technology Section
Office of the Chief
(3 posts)
1 P-5, 1 GS, 1 NS
Movement Control Section
(251 posts and positions)
1 P-5, 1 P-4[a], 6 P-3,
32 FS, 11 FS[a], 10 FS[a,c],
10 GS, 106 NS, 14 NS[a],
42 UNV, 3 UNV[a],
15 UNV[a,c]
Engineering Section
(479 posts and positions)
1 P-5, 1 P-4, 8 P-3, 2 P-2,
23 FS, 10 FS[a], 4 FS[a,c],
8 GS, 8 NO, 178 NS,
177 NS[a], 12 NS[a,c],
44 UNV, 3 UNV[a,c]
Aviation Section
(277 posts and positions)
1 P-5, 1 P-4, 1 P-4[a],
9 P-3, 1 P-3[a],
9 P-2, 30 FS,
12 FS[a], 19 FS[a,c],
5 GS, 2 NO, 76 NS,
9 NS[a], 12 NS[a,c],
59 UNV, 31 UNV[a,c]
Mission Support Centre
(81 posts and positions)
1 P-5, 5 P-4, 1 P-4[b],
5 P-3, 4 P-2, 12 FS,
3 FS[a,c], 10 GS,
11 NS, 6 NS[a,c],
17 UNV, 6 UNV[a,c]
Supply Section
(221 posts and positions)
1 P-5, 2 P-4, 1 P-4[b],
6 P-3, 28 FS, 3 FS[b],
4 FS[a,c], 8 GS, 5 NO,
96 NS, 20 NS[a], 2 NS[a,c],
35 UNV, 3 UNV[a],
7 UNV[a,c]
Transport Section
(462 posts and positions)
1 P-5, 3 P-3, 1 P-2,
19 FS, 2 FS[a],
4 GS, 246 NS,
92 NS[a], 42 NS[a,c]
38 UNV, 14 UNV[a,d]
Contingent-owned Equipment and Property Management Section
(104 posts)
1 P-5[b], 1 P-4[d],
1 P-3[a], 3 P-3[d],
3 FS[a], 23 FS[d], 7 GS[d],
2 NS[a], 36 NS[d],
4 UNV[a], 23 UNV[d]
Medical Section
(123 posts and positions)
1 P-5, 1 P-4, 8 P-3, 4 FS, 2 FS[a],
1 GS, 4 NO, 52 NS, 2 NS[a],
10 NS[a,c], 26 UNV, 2 UNV[a],
10 UNV[a,c]
HIV/AIDS
(8 posts)
1 P-4, 4 NO, 1 NS,
1 UNV, 1 UNV[a]
Communications and Information Technology Section
(405 posts and positions)
2 P-4, 12 P-3, 4 P-2,
56 FS, 1 FS[a], 15 GS,
173 NS, 6 NS[a], 24 NS[a,c],
85 UNV, 3 UNV[a], 24 UNV[a,c]
GIS Cell
(20 posts)
1 P-4, 2 P-3[a],
1 P-2, 2 P-2[a],
3 GS, 1 NS,
4 NS[a], 6 UNV
Facilities/Camp Management Services Unit
(112 posts)
1 P-3, 1 P-2,
3 FS, 3 GS,
68 NS, 11 NS[a],
25 UNV
Human Resources Section
(93 posts)
1 P-5, 3 P-4, 9 P-3, 22 FS, 1 PL, 6 GS,
1 NO, 1 NO[a], 30 NS, 1 NS[b], 10 NS[d],
8 UNV
Procurement Section
(44 posts)
1 P-5, 3 P-4, 8 P-3, 5 FS, 2 FS[a],
7 GS, 11 NS, 7 UNV
Finance Section
(89 posts)
1 P-5, 1 P-4, 1 P-4[a], 5 P-3, 3 P-2,
18 FS, 5 FS[a], 1 GS (PL), 8 GS,
2 NO, 2 NO[a], 26 NS, 6 NS[a],
4 UNV, 6 UNV[a]
TOTAL : 3,441

* Includes the immediate office of the Director of Mission Support, Aviation Safety Unit, Budget and Cost Control Section, Administrative Coordination Unit.

** Includes Local Property Survey/Claims Review Board, Board of Inquiry Unit and Property Control and Inventory Unit.

*** Includes UNV Programme Support Unit, Welfare Unit, Translation and Interpretation Unit, Staff Counsellor.

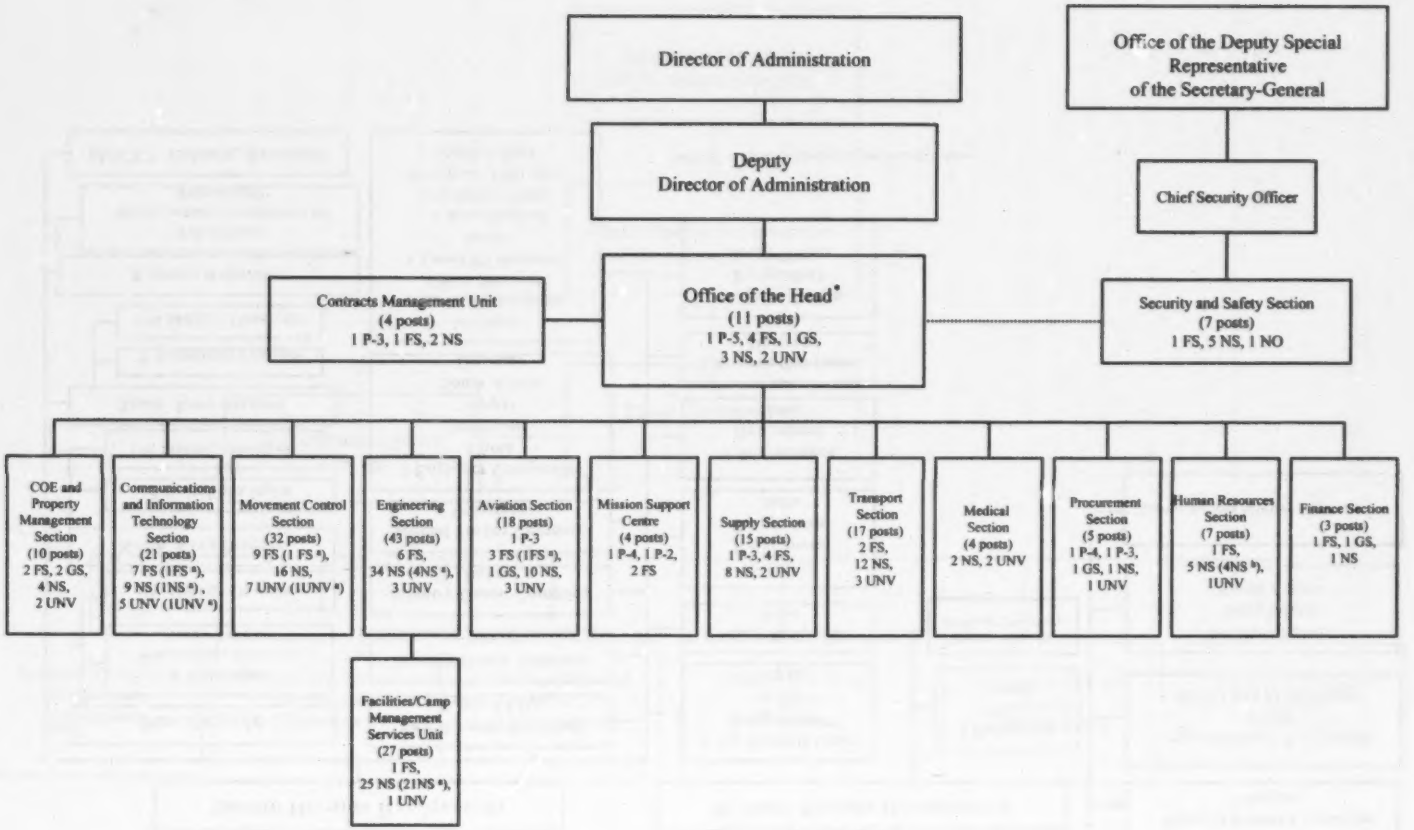
[a] New post or position.

[b] Reclassified.

[c] Temporary electoral support positions.

Abbreviations:
FS — Field Service
GS (PL) — General Service (Principal level)
GS — General Service (Other level)
UNV — United Nations Volunteers
NO — National Officer
NS — national General Service staff

C. Entebbe logistics hub

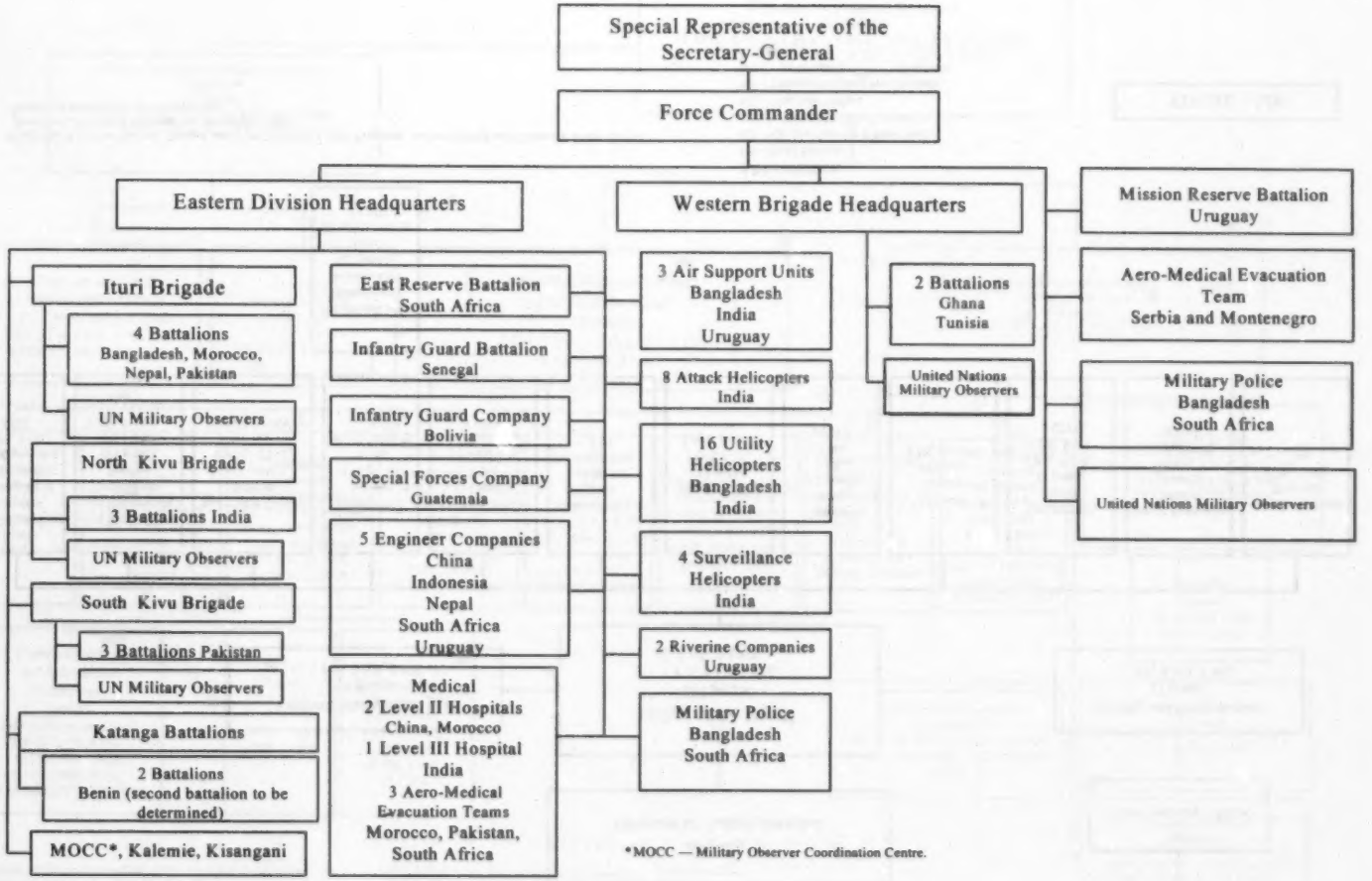

Director of Administration
Office of the Deputy Special Representative of the Secretary-General
Deputy Director of Administration
Chief Security Officer
Contracts Management Unit (4 posts) 1 P-3, 1 FS, 2 NS
Office of the Head* (11 posts) 1 P-5, 4 FS, 1 GS, 3 NS, 2 UNV
Security and Safety Section (7 posts) 1 FS, 5 NS, 1 NO
COE and Property Management Section (10 posts) 2 FS, 2 GS, 4 NS, 2 UNV
Communications and Information Technology Section (21 posts) 7 FS (1FS a), 9 NS (1NS a), 5 UNV (1UNV a)
Movement Control Section (32 posts) 9 FS (1 FS a), 16 NS, 7 UNV (1UNV a)
Engineering Section (43 posts) 6 FS, 34 NS (4NS a), 3 UNV
Aviation Section (18 posts) 1 P-3 3 FS (1FS a), 1 GS, 10 NS, 3 UNV
Mission Support Centre (4 posts) 1 P-4, 1 P-2, 2 FS
Supply Section (15 posts) 1 P-3, 4 FS, 8 NS, 2 UNV
Transport Section (17 posts) 2 FS, 12 NS, 3 UNV
Medical Section (4 posts) 2 NS, 2 UNV
Procurement Section (5 posts) 1 P-4, 1 P-3, 1 GS, 1 NS, 1 UNV
Human Resources Section (7 posts) 1 FS, 5 NS (4NS b), 1UNV
Finance Section (3 posts) 1 FS, 1 GS, 1 NS
Facilities/Camp Management Services Unit (27 posts) 1 FS, 25 NS (21NS a), 1 UNV

* Includes Aviation Safety, Budget and Cost Control, Local Property Survey Board and Claims Review Board personnel, Property Control and Inventory Unit.
[a] Proposed additional posts/positions.

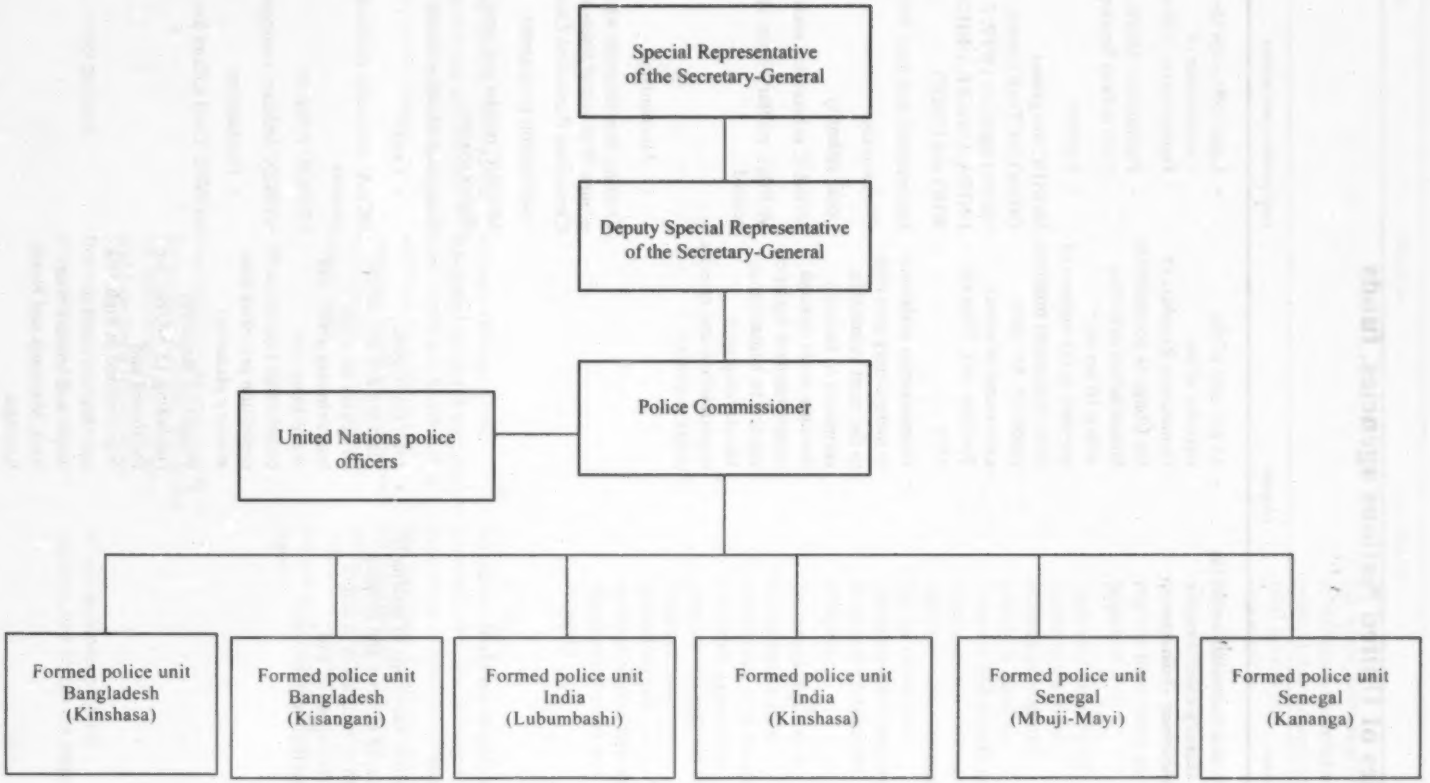
Abbreviations:
FS – Field Service
GS – General Service (Other level)
UNV – United Nations Volunteers
NO – National Officer
NS – National General Service staff
COE – contingent-owned equipment

TOTAL : 228

D. Military contingents and observers



E. United Nations police


Special Representative of the Secretary-General
Deputy Special Representative of the Secretary-General
Police Commissioner
United Nations police officers
Formed police unit Bangladesh (Kinshasa)
Formed police unit Bangladesh (Kisangani)
Formed police unit India (Lubumbashi)
Formed police unit India (Kinshasa)
Formed police unit Senegal (Mbuji-Mayi)
Formed police unit Senegal (Kananga)

Annex II
Information on activities of United Nations agencies, funds and programmes

Priorities	*Outcomes*	*Outputs*	*Lead partners mechanism*
Improved protection of civilians in the Democratic Republic of the Congo	Increased humanitarian access and security conditions for humanitarian assistance	• 85 per cent of the territory of the Democratic Republic of the Congo is accessible to humanitarian activities with a 10 per cent increase in the number of joint assessment missions (2006/07: 557 joint assessment missions; 2007/08: 441; 2008/09: 485) • Humanitarian assistance is increasingly provided to the most vulnerable recipients in formerly insecure areas through complementary logistics support to humanitarian and development organizations and priority relief activities	• Lead: Office for the Coordination of Humanitarian Affairs • Facilitation: MONUC Civil Affairs Section • Partners: MONUC Integrated Office/UNCT/All United Nations agencies (WFP, FAO, UNFPA, UNICEF, UNHCR, WHO and UNDP) International and local NGOs Civil society Local authority MONUC substantive sections MONUC military when security needed • Mechanism: Existing humanitarian working groups (Provincial Inter-Agency Committee Protection Cluster) Stabilization programme MONUC regular and special flights system Integrated Security Group
	Sensitive caseloads of internally displaced persons and refugees return to their areas of origin and reintegration and reconciliation commence	• Joint contingency planning and protection strategies between humanitarian actors and the military are coordinated (inclusion of protection priorities into military planning) • Protection measures (including 15 MOBs) are facilitated and implemented in high-risk and insecure areas in North and South Kivus, Ituri, Maniema and North Katanga	• Lead: OCHA: internally displaced persons UNHCR: refugees MONUC Military component • Facilitation: MONUC Civil Affairs Section

Priorities	*Outcomes*	*Outputs*	*Lead partners mechanism*
		• Increased awareness of protection actions/issues within local authorities, civil society and communities • Special stabilization programmes for most vulnerable in unstable regions formulated and launched • Improved capacity of Government, local authorities and civil society to develop coherent and coordinated multi-sectoral national and provincial strategies for the return and reintegration of internally displaced persons and refugees	• Partners: Local authority Civil society MONUC Integrated Office/United Nations country team/All other United Nations agencies (WFP, FAO, UNFPA, UNICEF, WHO, UNDP) MONUC Human Rights Office and Child Protection Section International and local NGOs
		• Increased capacity of Government, local authorities, civil society and other agencies to monitor and respond to issues relating to protection and reintegration of internally displaced persons and refugees	• Mechanism: Existing humanitarian working groups (Provincial Inter-Agency Committees Protection and Early Recovery Clusters) Stabilization Programme Local Development Committees made up of local authority civil society, United Nations agencies, NGOs, donors, MONUC Civil Affairs Section
Progress towards the creation of a capable and accountable armed forces in the Democratic Republic of the Congo	Military Officers of the Integrated Brigades stationed in Ituri, North and South Kivus will have been trained on sensitive issues such as sexual violence and environmental preservation	Improved discipline of military personnel through increased awareness of legal obligations and sanctions for misconduct, military judicial processes, social and medical effects on victims of sexual violence and society and environmental issues	• Lead: UNDP • Partners: MONUC Military and Security Sector Reform Training Cell • Mechanisms: Project Steering Committee Rapid Response Mechanism supported by UNDP Service Centre
	Four military training centres in Rwampare, Kavumu, Nyualeke (or replacement) and Luberizi will have been rehabilitated		
Quick-impact projects	Implement quick-impact projects across the country	50 quick-impact projects implemented across the country	Lead: MONUC Quick-impact Projects Unit

Priorities	*Outcomes*	*Outputs*	*Lead partners mechanism*
			Mechanisms: • Department of Peacekeeping Operations quick-impact projects Policy Directive • MONUC quick-impact projects guidelines and implementation process
Congolese military system	Reinforce the capacity of 580 military personnel of different categories (prison guards, legal secretaries of military prosecutors, clerks, military judicial police, judges, magistrates)	Refresher course for 580 military personnel in all 11 Provinces of the Democratic Republic of the Congo and in Kinshasa Evaluation Workshop for trainers	Lead: • MONUC Rule of Law Unit Partners: • UNDP • Department of Defence of the Democratic Republic of the Congo • Government of the Netherlands Mechanism: The training will be provided by senior Congolese military magistrates with MONUC support

MONUC
April 2008
MONUC Headquarters
Sector Headquarters
Brigade Headquarters
Logistics base
Military Sector boundary
A Military Liaison Office is located in both Kampala and Kigali
International boundary
Provincial boundary
National capital
OTHER DEPLOYMENT
Fataki
NEPAL
Mongwalu
PAKISTAN
Marabo
BANGLADESH
Tchomia
BANGLADESH
Butembo
SENEGAL (+)
INDIA
Rutshuru
INDIA
GUATEMALA
Walungu
PAKISTAN
Panzi
PAKISTAN (-)
Adikivu
PAKISTAN (-)
INDIA
CENTRAL AFRICAN REPUBLIC
SUDAN
UGANDA
RWANDA
BURUNDI
CONGO
DEMOCRATIC REPUBLIC OF THE CONGO
UNITED REPUBLIC OF TANZANIA
ANGOLA
ZAMBIA
ATLANTIC OCEAN
Bangui
Brazzaville
Kinshasa
Pointe-Noire
Cabinda (ANGOLA)
Bukavu
Bujumbura
Kigali
Goma
Kisangani
Bunia
Kampala
Mbandaka
Kananga
Lubumbashi
Kolwezi
Kasenga
Nchelenge
Sakania
Ndola
Luena
Saurimo
Dilolo
Kamina
Manono
Kalemie
Kigoma
Mwene-Ditu
Mbuji-Mayi
Tshikapa
Boma
Matadi
Bandundu
Kikwit
Gemena
Buta
Aketi
Isiro
Aru
Mahagi
Nioka
Kwandroma
Mambasa
Bogoro
Beni
Kibirisi
Masisi
Walikale
Minova
Kalima
Shabunda
Uvira
Baraka
Kasongo
Kindu
Lubao
Kongolo
Kabalo
Nyunzu
Kabinda
Gwena
Ankoro
Kitenge
Muyumba
Kanuka
Pweto
Dubie
Mitwaba
Moba
Pepa
Mokro
Khemya
Kapanga
Malemba Nkulu
Kamina
Likasi
Kipushi
Solwezi
Dilolo
Zongo
Gbadolite
Businga
Libenge
Lisala
Bumba
Basankusu
Bongandanga
Basoko
Yangambi
Befwasende
Ubundu
Ikela
Bokungu
Inongo
Lac Mai-Ndombe
Kutu
Mushie
Bandundu
Bulungu
Kenge
Ilebo
Mweka
Lusambo
Demba
Katende
Lac Mukamba
Kabalo
Kamanai
Kabinda
Gwena
Ankoro
Kitenge
Muyumba
Manono
Khemya
Moba
Pepa
Mokro
Kanuka
Pweto
Dubie
Mitwaba
Nchelenge
Kasenga
Likasi
Kipushi
Lubumbashi
Solwezi
Sakania
Ndola
Kolwezi
Dilolo
Saurimo
Luena
Kamina
Malemba Nkulu
Kapanga
Mbuji-Mayi
Mwene-Ditu
Kananga
Tshikapa
Kikwit
Bandundu
Matadi
Boma
Cabinda (ANGOLA)
Pointe-Noire
Brazzaville
Kinshasa
Bangassou
Bondo
Zongo
Gbadolite
Businga
Libenge
Gemena
Lisala
Bumba
Buta
Aketi
Isiro
Aru
Mahagi
Nioka
Kwandroma
Mambasa
Bogoro
Beni
Kibirisi
Masisi
Walikale
Minova
Goma
Kalima
Shabunda
Uvira
Baraka
Kasongo
Kindu
Lubao
Kongolo
Kabalo
Nyunzu